



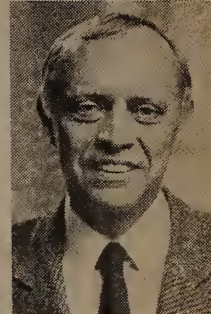
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'Gross misrepresentation of fact' has damaged the University

President Ham charges at Governing Council

Facing each other from opposite ends of the Council Chamber in Simcoe Hall, President James Ham and Professor Jean Smith engaged in some verbal cross-fire at Governing Council over Prof. Smith's Nov. 11 letter to Council chairman Terence Wardrop, which charges, among other things, that by underestimating income in the budget the administration has been able to accumulate over the past three years a substantial (\$15.9 million) "pot of discretionary income".

The President told Council that he believes that "gross misrepresentation of fact" in the letter and its appearance in the public domain prior to being dealt with by Governing Council "has damaged the University in a significant way and undermined institutional confidence in the effectiveness and integrity of the central administration".

Professor Smith countered that if the credibility of the central administration

has been diminished "it has not been diminished by me — that responsibility lies much closer to home". As far as the press is concerned "I gave up years ago trying to influence the *Varsity*," said Smith. "If they want to print something, that's their business. It's an enterprising newspaper and it's naive to assume they won't get documents distributed to members."

The President told Council the letter raised three points of issue:

- the propriety of Governing Council policies under which the central administration has the authority to make appropriations
- the adequacy of reporting of appropriations and
- the legitimacy of the uses to which the central administration has put the funds so appropriated

The President admitted that there have been inadequacies in the reporting of appropriations, but repeated that this was

"no excuse" for Smith's "gross misrepresentation of fact".

Prof. Smith denied that he raised the issue of how the money was spent.

"That's a red herring. The issues I raised were fundamental and procedural. Those issues involve the question of reporting and if anyone had read the letter carefully they would have seen the failure of the administration to report those items in '78-'79, '79-'80 and '80-'81."

"More importantly, the issue pertains to the budgetary process and the fact that \$15.9 million of excess income above budget is an extraordinarily discretionary amount which is external to the budgetary process."

"I did not say it was spent recklessly," said Smith. "My concern is that it is spent external to the budget process."

"If there has been misrepresentation,

Continued on Page 3

Budget guidelines '82-'83

'We can't do as much as we have in the past'

by Pamela Cornell

"Activities such as the Advisory Bureau may simply have to be stopped and the University community is going to have to learn that we just can't do as much as we have in the past," President James Ham told the Planning & Resources Committee before it approved guidelines for developing the 1982-83 operating budget.

"These guidelines provide a framework for the kind of cuts that imply no longer doing some of the things we've traditionally done," said President Ham. "Our diversity will be reduced. There'll be fewer courses. But we've still got a long way to go before the basic richness of the institution is seriously undermined."

The 33-page guidelines begin by noting that while compression was the key to most budget cuts in recent years, that approach is now impractical. The alternative, says the document, is a deliberate restructuring in which programs and services are discontinued totally or so extremely compressed as to be fundamentally transformed.

At the heart of the guidelines is a firm policy to eliminate any remaining deficit from the 1981-82 base budget and to guard against incurring another deficit lest problems arise from substantial and unexpected variations in income or expense. The document notes that there is already a large, hidden deficit in deferred maintenance, outmoded equipment, and reduced library acquisitions.

"The University should live within its means. I personally believe it's absolutely essential," President Ham told the committee.

The no-deficit policy was criticized at the Planning & Resources meeting by committee member and civil engineering professor S.M. Uzumeri for not being credible as "a bottom line". Law faculty dean Frank Iacobucci, also a member of the committee, acknowledged that the policy was controversial and would require further scrutiny.

For the first time, obligatory commitments and the reductions needed to support them are to be determined separately from discretionary reductions and additions. In the past, reductions were made before reallocations and there was no initial distinction between mandatory and discretionary budgetary items.

Continued on Page 4

There is no surplus, says Pathy

by Judith Knelman

Since 1978 the University has accumulated \$15.9 million in unexpected income and spent much of it without notifying Governing Council, a member of Governing Council and former president of the University of Toronto Faculty Association (UTFA) has charged.

Professor Jean Smith says in recent years a "pattern of underbudgeted revenue, significant overages and the resultant reservoir of unbudgeted, disposable income" has given the administration "an enormous loophole" to spend a sizable amount of money as they like, without reference to approved supplementary budgets.

A story on Prof. Smith's charges appeared in the Nov. 16 *Varsity* under the headline "University hides \$15.9 million surplus".

The notion that the University has a "pot of discretionary income" is a gross misrepresentation of the truth, says President James Ham. "Such allegations cannot stand in this community — either that or the administration doesn't stand. The fact that they're made at all is of concern."

Before 1978, actual expenditures always hovered close to budgeted expenditures, even if income expectations were exceeded, Prof. Smith told Governing Council chairman Terence Wardrop in a

letter. In 1978-79 actual University income exceeded budgeted income by \$3.5 million, in 1979-80 by \$5.2 million and in 1980-81 by \$7.1 million. In 1980-81, Smith says, \$5,154,165 more than the budget provided was spent by the University administration, \$3,731,193 of it recorded in the annual financial statements but not in the records of Governing Council.

"The allegation that I and my colleagues disposed of funds in a way that was not responsible deeply concerns me," says Ham. He says under Governing Council policy he is authorized to spend three-fifths of one percent — \$1.6 million last year — for critical issues, but since he has been President he has not used that power. "The President could, if he wished, act in such a way as to create a deficit," he says. But in fact, he says, the figures Smith is complaining about are "substantially below the margin of flexibility the Governing Council allows the President."

University administrators say the discrepancy between budgeted and actual revenue is unavoidable and grows larger as interest rates and inflation climb. The omission of notification of the Governing Council they regard as a procedural slip-up.

UTFA has asked the administration, through a letter from its president,

Professor Harvey Dyck, to President Ham, to reopen negotiations on the 1980-81 salary and benefits contract. It charges that the University failed to bargain in good faith, concealing surpluses from the negotiating team and misleading the mediator as to what funds were available.

Dyck says UTFA estimates that unbudgeted income for 1981-82 will be between \$7 and \$11 million, "an enormous amount. If it comes in there ought to be some fair share of apportioning it. We don't think it's all an accident." He thinks since the faculty so far has not had any share of unbudgeted income it's time the University made what he considers restitution.

Salaries to faculty members and librarians account for over 40 percent of the operating budget, says Dyck, and if there is any extra money the same percentage of it should be spent on these salaries.

"It's only reasonable and fair that the faculty and librarians get their share of the extra budgetary income," says Dyck. "In real terms we took a four percent cut this year. It's only the low salaries that mask the dimension of the crisis that the University is in. It's in the interest of the

Continued on Page 2

whole University for them to take another look at salaries."

Opinions on the campus vary as to how the University can benefit from the airing of the issue. While some principals, deans and directors feel that the administration might have been more forthcoming about its unanticipated income, they say they are confident that it was spent reasonably. "If what Smith says is true and there's a serious problem of expenditures made without proper authorization from Governing Council, I'm very concerned, because it means the budget wasn't as tight as it was seen to be when all the nasty cuts were made. I also would like to know how the money was spent. But by suggesting they opened up for themselves a discretionary account Smith is imputing to the administration a motive of conscious deceit," says Dean Arthur Kruger of the Faculty of Arts & Science.

John Leyerle, dean of the School of Graduate Studies, says the news is no surprise. "The departments all knew about it. Central administration has been worried about the size of it because they wonder whether carry-forwards of a sizable amount are in order in a period of austerity." He does not agree with UTFA that extra money ought to be spent on salaries. "We have stripped ourselves to really impoverishing the institution," he says. "A case could well be made to put the money into books and equipment and maintenance of the buildings."

Leyerle says he's shocked by the method by which Smith presented his findings to the University community. "In publicly alleging that the President is making end runs around Governing Council he himself is making an end run around Governing Council."

Smith distributed copies of his letter to Wardrop to members of the Business

Affairs Committee (on which he sits) and also brought up his concerns at another committee of which he is a member, planning and resources. After he told a meeting of business affairs that it's to the advantage of the administration to underestimate its revenue because then it doesn't have to put as much into salaries, he says lay members and business people came to him to say the situation he described was shocking. Excerpts from the letter subsequently appeared in student newspapers. Professor Smith also submitted an article to the *Bulletin* on the matter. (See Forum.)

What Smith and UTFA regard as secrecy the administration explains as inefficiency. "The appropriation reporting was sloppy and that is the extent of what one might say about Jean Smith's note on what happened," says David Nowlan, vice-president (research and planning) and registrar. Alexander Pathy, who joined the University Sept. 1 as vice-president (business affairs), says the Business Affairs Committee was not always notified when extra income was spent, but it was all properly recorded in audited financial statements approved by the Audit & Finance Subcommittee, the Business Affairs Committee and the Governing Council.

Under the Governing Council's Policy for the Scope and Level of Administrative Authority for Changes in Budget Appropriations, expenditures of more than \$100,000 must be reported to Governing Council through the Business Affairs Committee as soon as they are approved by the administration. Expenditures of less than \$100,000 need be reported only annually.

It was due to an administrative slip-up that some expenditures were not reported for information only, Pathy says, and such oversights will not occur again. Though he feels there is "some hyperbole

in the charges" he believes in "a spirit of openness" and will strive to improve reporting on financial affairs in order to prevent further misunderstandings.

He says categorically there is no surplus. The University did receive increased income — from higher use or price of services than was predicted, soaring interest rates and higher grants and fees than were targeted — but some of that was needed for increased costs and none of it is available for base budgeting, since it is one-time-only income. The supplementary budget plan for 1980-81 was complied with, he has found, and all income received and spent was recorded. All expenditures over \$100,000 were authorized, he says. (For his review of the actual and budget figures for 1980-81 see accompanying table.)

Much of the unanticipated revenue, Pathy says, is generated in the divisions, which need it to meet expenses incurred in raising it. "Effectively, we allow them to keep it." If the library, for example, brings in extra income from its photocopying department, it needs extra expense money to pay for more paper, staff time and equipment maintenance than it had originally expected to use. Since the photocopying service is not a profit-making venture, the extra that is taken in has to be balanced by what has gone out to produce it.

Pathy says the authorization for spending beyond the amount provided in the supplementary budget plan is contained in part in the Policy for the Scope and Level of Administrative Authority and in part by the carry-forward policy. Smith has asked the Business Affairs Committee to recommend an amendment to the policy. At present it provides that "any two of the President, Vice-President and Provost, and Vice-President — Business Affairs shall have the authority to increase appropriations offset by additional income". He wants that authority to apply only "providing such increased appropriations have been authorized in the University's supplementary budget plan".

If that happens, says Pathy, the divisions would be unable to adjust their budgets with respect to income-producing activities once they were set five months before

the start of the fiscal year. He fears that might make it virtually impossible to run the affairs of the University. During the 1980-81 fiscal year the total of expense appropriations directly offset by divisional income amounted to \$2,839,000. Under Smith's plan, unanticipated expenses would have to remain unpaid or be met through the administration's contingency fund or through another provision of the policy that allows increased appropriations not offset by additional income up to a specified maximum.

Nowlan says it's important that the budget process not be tightened so that it is regulated from the centre, with spending power removed from the divisions. "We need to retain our flexibility," he says, "especially with respect to divisional income. If the revenue goes up there is usually an offsetting expense anyway."

Pathy says the budget process anticipates the earning of extra income and provides for underspending and income variance. A supplementary budget set at the time the budget is authorized directs the expenditure of additional general income.

General income, he says, arises from formula income, non-formula income, student fees, interest income and revenue from services. Given an operation this size, it is not surprising that actual and budgeted general income do not match. It is also not surprising, he says, that additional expenses may arise that were not budgeted. Additional income, therefore, is used for the appropriation called "estimated underspending and income variance", for the supplementary budget plan, for shortfalls of income in specific areas, for additional needs that arise under the policy, and for reduction of the University's deficit.

Budgets and financial statements are prepared for different purposes, he says. The budget is a plan for the spending of money that is anticipated in revenue, the financial statements a record of expenses actually incurred and funds committed for future expenditures. Actual funds can come from anticipated new income, unanticipated general or divisional income and funds carried forward from the previous year.

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OPERATING FUND 1980-81

(excluding Assisted Research and Interest on Capital Debentures)

Analysis showing source and application of actual income increase over budget
(thousands of dollars)

	General University Income	Divisional Income	Total Income
Actual income (white book)	\$ 229,783	\$ 14,377	\$ 244,160
Budget income (blue book)	225,357	11,664	237,021
Increase in actual over budget	\$ 4,426	\$ 2,713	\$ 7,139
Source of actual increase over budget:			
Government grants	\$ 1,090	\$ -0-	\$ 1,090
Student Fees	946	56	1,002
Endowment income, gifts and non-government grants	62	207	269
Interest income	1,935		1,935
Revenue from services	393	2,450	2,843
	\$ 4,426	\$ 2,713	\$ 7,139

Application of actual increase over budget:

1. To increase expense appropriations directly offset by increased divisional income. (\$2,839 less internal eliminations of \$612)		\$ 2,227	\$ 2,227
2. To increase expense appropriations offset by increased general university income	\$ 888		888
3. To cover decreases in divisional income budgets	546	(546)	-0-
4. To cover university negative appropriations "estimated underspending and income variance"	500		500
5. To fund the supplementary budget plan	1,000		1,000
6. Divisional income carried forward under the carry-forward policy		1,032	1,032
7. Net underspending of expense budgets not carried forward	(6)		(6)
8. To cover net transfer to capital funds	189		189
9. Balance applied against cumulative deficit in excess of amount budgeted:			
Actual reduction	\$ 1,379		
Less amount budgeted net of transfer from ancillaries	70	1,309	1,309
Total disposition of excess income	\$ 4,426	\$ 2,713	\$ 7,139

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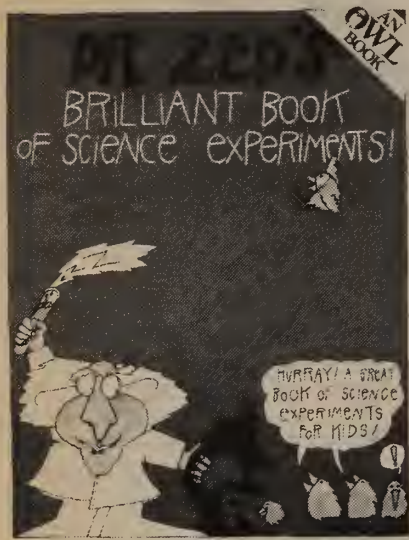
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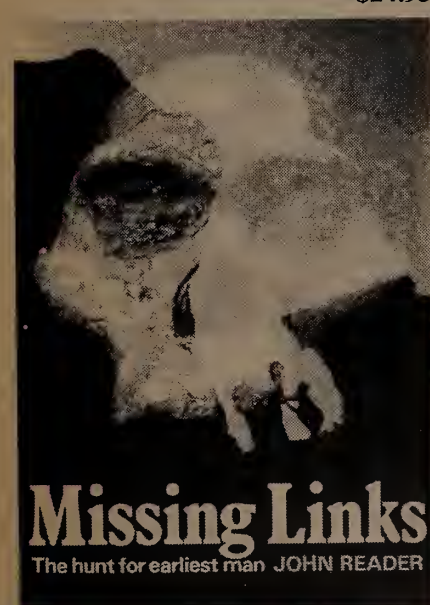
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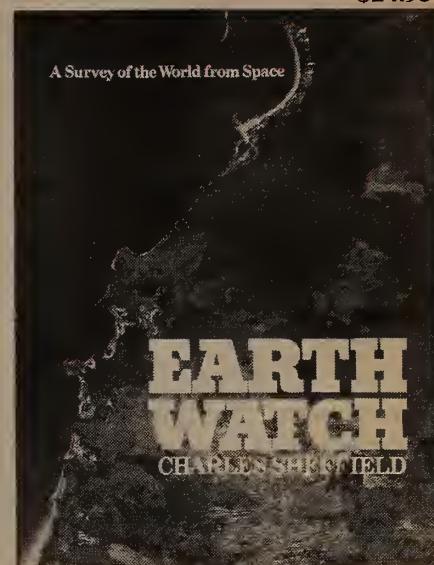
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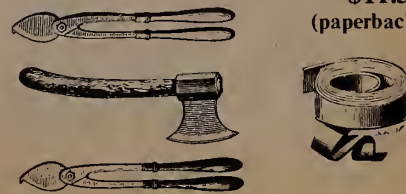
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I would suggest the President misrepresented my letter."

At the President's request, Vice-President Alexander Pathy (business affairs) presented a report to Governing Council on the matter.

He gave Council assurances that

- the administration has not accumulated and hidden a \$15.9 million surplus
- all income received and expenditures incurred by the University in each year has been recorded and reported in financial statements recommended and approved by audit and finance, business affairs, and Governing Council
- all expenditures in excess of those approved in the budget process, which arose as a result of increased income, have been authorized in accordance with Governing Council policy

He confirmed that some of the expenditures had not been reported but said this was due to an administrative oversight and would not happen again.

He then reported on how the \$7.1 million in income over and above that estimated and built into the 1980-81 budget was spent. (See table page 2.)

Much of the additional income is of a sort that cannot be built into base budget expenditures, which implies a long-term commitment, Pathy said. In 1980-81, additional interest income was not specifically identified as a separate budget item, but it was contemplated in striking the supplementary budget plan. Pathy said they are thinking of building in a one-time-only income budget with an offsetting one-time-only expense budget, specifically to take care of the rise in interest rates.

Commenting on a story in the *Varsity* which quoted UTFA president Harvey Dyck as saying there was "growing alarm" within the association over the matter of budget surpluses hidden

at the bargaining table, Pathy said that despite Dyck's "perhaps provocative statement" a spirit of openness has been in evidence in the meetings they have been having with UTFA to provide the association with data on the University's financial position. Pathy said on Oct. 5 he provided UTFA with a comparison of actual to budget figures for 1980-81, which clearly disclosed the \$7.1 million additional income.

Pathy then reiterated the President's statement that Prof. Smith's allegations are "a gross misrepresentation of the facts" and told Council "we will continue to strive to improve our reporting in order to avoid any possible misunderstanding".

Pathy's report was applauded by several Council members.

William Birt, government appointee, said that, though he didn't want to assail freedom of the press, he deplored the *Varsity* article in that its tone and content were both "judging and condemning of our due process".

Of even greater concern, he said, is that the examination of the matter at Governing Council, rather than a concern for good government, seemed to have degenerated to the level of partisan politics.

Professor E.A. Robinson said it is common knowledge that the level of financial information available at the University has always been a problem.

He said Prof. Smith "had done us a service" by reporting on this matter.

"For the first time we've got a clear statement as to what happens. It's a step forward and I hope we can get this in the future."

Chairman Wardrop said that Prof. Smith is to be complemented on raising this issue. He said, however, that he is concerned when matters which clearly should be before Governing Council for proper debate, with all the facts, become

distorted and so the debate is not as clear as it ought to be. "When information is brought to my attention, as it was by Prof. Smith, I think it's important to get the facts first, before judging," said Wardrop.

President's Report

Despite the University's "inner division", with respect to the outside world "we are united", said the President. He reported on a meeting, organized by Scarborough College political science professor Timothy Colton, with Stuart Smith, leader of the Liberal opposition, and members of his caucus. Smith said the real issue confronting universities is to convince the public of the importance of and need for universities.

The President told Council of the Association of Universities & Colleges of Canada commitment to launch a sustained annual phased lobbying campaign, centrally and locally, which will be complementary to the Mindpower Campaign. He said it was important to sustain the attention universities have been getting.

The MacEachen budget is not particularly consoling to universities, said the President, but at least it's consoling in the sense that there was no targeted reduction against post-secondary education funds.

The University's budget guidelines were passed with some controversy and less than unanimity at the Nov. 16 Planning & Resources Committee meeting, said the President, and described the discussion of the guidelines at the meeting of principals, deans and directors as "active".

"The concerns reflected relate to the sense of seriousness of the situation at the University and the unsatisfactory nature of the incremental approach to our continuing situation."

Striking the budget this year is going to be a very difficult process, commented the President. He noted "faculty outrage" at recent salary settlements, department chairmen speaking vehemently at the meeting of principals, deans and directors of erosion of equipment and capacity to sustain the teaching endeavour. Governing Council, he said, has expressed that as a guiding principle the University must live within its means. And there is, of course, the inadequacy of the total funds available to the University.

The President reported on his recent trip to Korea, where he was a guest of the Ministry of Education, and Japan. His visit to Korea arose from an initiative of the Toronto Korean community, which

numbers about 35,000. A gift of \$100,000 from that community is to be given to the University for Korean studies.

The specific objective of his trip to Korea was to "encourage the Korean government to provide funds to the Korean community in Toronto" to assist the University in deepening its understanding of Korea.

U of T must sustain its commitment to contribute to the understanding of Asia, said the President. The economic future of this country is going to be linked more strongly with Korea, China and Japan than in the past. Two-way trade with Korea presently stands at \$2 billion and Japan is our second biggest trading partner.

In Korea the President met with the prime minister and heads of research institutes. In Japan, he visited the University of Kyoto, which is presently establishing an institute of comparative law. The President said it is hoped U of T will become a "shared partner".

Sidney Smith addition

Vice-President Pathy indicated to Council that the implementation committee is looking into a slightly modified scale for the addition. He said the \$200,000 landscaping might go, for example. They would also look into the possibility of fundraising help from students.

"I am determined to get this project off the ground," said Pathy.

Memorandum of Agreement

John Whitten, government appointee, asked for the status of the UTFA proposal for changes to Article 6 of the *Memorandum of Agreement*. He understood from information from UTFA that the negotiations are under way.

E. Kendall Cork, chairman of the Council's advisory committee on the matter said "nothing has been given away" and no commitments have been made, "nor can there be until the advisory committee has advised Council". A report is expected at the next meeting.

Lobbying effort rewarded in federal budget

The long-awaited federal budget has been received across Canada with sustained relief by university officials who had been fearing the worst.

Finance Minister Allan MacEachen did not follow through this year on his threat to reduce transfer payments to the provinces in the areas of post-secondary education and health care. Last year's budget contained a warning that \$1.5 billion would be chopped from the Established Programs Financing (EPF) scheme. But instead the government will reduce its transfers to the provinces by ending a revenue guarantee program begun in 1972 to help the provinces adjust to tax reforms.

David Nowlan, vice-president (research and planning) and registrar, thinks the federal government's new plan to offset this loss to the provinces with additional tax revenues will leave Ontario "about neutral". The poorer provinces, say the Association of Universities & Colleges of Canada (AUCC) and the Canadian Association of University Teachers (CAUT), may well end up with less money than they need to maintain university programs at acceptable levels. According to calculations by G. Grant Clarke, deputy executive director of the Council of Ontario Universities (COU), there won't be much change in Ontario's revenue for 1982-83, but the loss grows progressively worse every year after that to over \$400 million in 1986-87.

When provinces get less money than they would have had under the revenue guarantee program they may not hesitate to cut their support of health care and post-secondary education, since they

have treated all of the funds under EPF as unrestricted transfers, says Clarke. The federal position that the revenue guarantee was a transitional arrangement not directly related to health and post-secondary spending is a rather technical argument that makes little difference to the provinces, he says.

But Professor Nowlan thinks the federal government has outmanoeuvred any provinces who want a licence to cut aid to hospitals, colleges and universities. "They've just played judo politics," he says. "It's beautiful. The federal government has told the provinces it accepts the position that they've been putting to it for five years that the transfer payments are not part of EPF. They've blocked the way so that the provinces can't redirect this cut to health and education."

Prof. Nowlan interprets the budget as a sign of victory for the universities in the lobbying effort mounted last summer to protest the proposed cuts. The next task facing the universities, he says, is to persuade the provincial and federal governments to include them in their discussions about new programs, including those directed at manpower objectives.

The stress in the budget on manpower objectives — or, as MacEachen phrased it, "human resources development" — is of concern to COU, AUCC and CAUT, who fear that the long-range impact of their implementation could distort the university system. There is a threat to freeze future EPF transfers at the 1982-83 level if the talks haven't yielded satisfactory progress by March 31, 1983.

More information supplied so UTFA drops grievance

Administration will pursue a more open policy on information, predicts UTFA president

The first grievance ever to have been launched by the U of T Faculty Association (UTFA) against the University's central administration has been dropped.

The action had been initiated after the administration failed to provide financial data requested by UTFA under the terms of Article 11 in the *Memorandum of Agreement* between the two parties.

Vice-President and Provost David Strangway maintained that the administration had provided sufficient information to comply with the *Memorandum of Agreement*, while UTFA president Harvey Dyck insisted the terms of Article 11 had not been fulfilled.

However just before the grievance was to go before a grievance review panel, the business affairs office gave UTFA additional data.

"Two substantial pieces of information were received along with promises of further information when it's ready; and we assume those promises were made in good faith," says Professor Dyck, adding that he's happy with the outcome.

"I have a sense the administration would like to pursue a more open policy on information than it has in the past. As a result, I think relations will improve and a lot of old conflicts will be resolved."

Dyck says a grievance should have been launched several years ago when the problem first became apparent. The association spent too much time whining, he says, instead of simply enforcing the legislation that protects its rights.

Governing Council—November 19, 1981

- approved policy and procedures on academic appointments — minor amendments
- approved Mary Gertrude I'Anson Fund terms of reference
- approved Neil D. Graham scholarship
- approved Samuel Joseph Granatstein scholarship

Limited term appointments to SGS approved by Academic Affairs

Despite the objections of the University of Toronto Faculty Association (UTFA), the Academic Affairs Committee has approved changes recommended by the Packer committee to clarify short-term appointments to the School of Graduate Studies (SGS).

The committee, chaired by Dean Katherine Packer of the Faculty of Library Science, was set up last year by SGS council to re-examine the rules on short-term appointments passed by council in 1980 on the recommendation of a committee headed by Professor J.J. Fawcett, who was then an assistant dean at SGS.

Changes to the statute are recommended to differentiate between continuing and limited-term membership in SGS. The transition to continuing membership would follow the granting of tenure to anyone appointed for a limited term. There would also be types of associate membership in SGS for instructors who are recognized experts in a particular subject but are not qualified to supervise research by graduate students.

Nominations to any one of the four categories would be made by a graduate

chairman or director to the dean of SGS. Nominations for associate membership would have to include an indication of the proportion of members and associate members in the department at the time the appointment is requested.

UTFA asked that the category of limited membership be removed. Though the arrangement was set up to allow appointments in the graduate school to coincide with the term set for the instructor's employment elsewhere in the University, UTFA fears that the new rules create a special category in which someone can be removed from SGS before his term with the University is over.

Dean John Leyerle says the SGS statute already contains a provision for the removal of anyone who is no longer deemed a suitable instructor for the graduate school. The justification for a limited-term appointment, he says, is that it avoids situations in which an untenured professor appointed to SGS could argue that his position constitutes a *de facto* commitment of tenure.

Task force on management studies/commerce and finance relationship

Vice-President and Provost David Strangway has appointed a task force to explore the desirability of establishing a professional program in accounting and to examine alternative institutional arrangements for the existing programs in commerce and management.

The membership of this task force is: Professors W.G. Saywell, vice-provost, arts and science (*co-chairman*); R.N. Wolff, vice-provost, professional faculties (*co-chairman*); J.H. Amernic, Department of Political Economy; Harvey Babiak, Division of Social Sciences, Scarborough College; L.J. Brooks, associate dean, Erindale College; M.G. Evans, Faculty of Management Studies; B.A. Kalymon, associate dean, Faculty of Management Studies; G.J. Leonidas, associate chairman for commerce, Department of Political Economy; T.M. Robinson, vice-dean, School of Graduate Studies; J.E. Smyth, Department of Political Economy; Jacob Spelt, vice-dean, Faculty of Arts & Science; Daniel Thornton, Department of Political Economy; S.M. Turnbull, Institute for Policy Analysis; T.A. Wilson, associate chairman for economics, Department of Political Economy; D.W. Lang, assistant vice-president, (research and planning); and D. Barnett Foster, assistant to Vice-Provost Wolff (*secretary*).

The terms of reference of this task

force are set out as follows:

1. To examine and make recommendations regarding the programmatic interface between the Faculty of Management Studies and commerce and finance as follows: (a) explore the desirability and feasibility of creating a program of integrated accounting courses as suggested by the Institute of Chartered Accountants of Ontario (b) explore the desirability and feasibility of creating an Institute of Accountancy.
2. To make recommendations regarding the optimal use of current teaching staff with special attention to cross-appointment arrangements, and explore ways in which to coordinate the recruitment of new staff.
3. The task force should also (a) consider the potential for such initiatives in areas other than accounting and make specific recommendations regarding their organization, locus and staffing (b) examine the desirability and feasibility of altering current administrative arrangements for the Faculty of Management Studies and commerce and finance.

The task force has engaged in some preliminary discussions vis-à-vis its terms of reference and would welcome comments. These may be submitted to either of the co-chairmen, room 222, Simcoe Hall.

Budget guidelines

Continued from Page 1

Listed in the guidelines are 28 items classified as "truly unavoidable because of external requirements, contractual obligations, or policy and budget decisions already made".

All but three of these obligatory items engender expenses that will continue for the foreseeable future. Commitments of only one or two years are required for modernization of instructional computing, completion of an Erindale College air conditioning project, and emergency compliance with atomic energy control board and occupational health and safety regulations.

Tentative price tags for the obligatory items total almost \$6 million beyond what was provided for in the 1981-82 base budget.

Political economy professor and committee member Jean Smith commented on the "enormous escalation" of obligatory items from three in 1980-81, to 10 in 1981-82, to 28 in 1982-83.

David Nowlan, vice-president (research and planning) and registrar, said that in past years these items were designated *after* the guidelines had been drawn up and would not have come before the committee at all. The new practice, he said, is an attempt to be open about the kinds of restraints that are imposed on the budget.

Physics professor and committee member Kenneth McNeill questioned several specific items on the list. He wondered, for example, why incorporation of urban and regional planning into the Department of Geography was being allotted \$50,000 after it had been approved with a price tag of \$25,000.

He also wanted to know why \$50,000 for a proposed toxicology centre was included in the base budget section when he understood it to be a one-time-only expense.

Another item he questioned was the first on the list — a master's of policy studies program, which he said had been approved four years ago and "hasn't moved since".

Vice-President Nowlan agreed that the program was unlikely to actually require funding in the coming year but said the University had to be ready to meet the commitment should the political economy department decide to go ahead with it.

To cover additional expenses incurred by the obligatory items, money must come from reallocation of resources already available in the University's budget, say the guidelines. And they warn that because non-salary expenses for physical plant, equipment, library acquisitions, and supplies have suffered most in the past, future budgetary flexibility must be created by "limiting the University's diversity and its human resources".

Some divisions may be assigned comparatively small reductions and also receive funding for new developments, while others will receive large reductions and little or no funding for new developments, warns the document.

The general objective, however, will be to favour a smaller reduction at the expense of a larger reallocation. Hence the deliberate separation between obligatory commitments — where the balance between reduction and reallocation cannot be shifted — and discretionary decisions — where it can.

For both academic and administrative divisions, the criteria for making discretionary budget decisions are:

- the level of service required versus the level of service provided
- the centrality of the activity to the purpose of the University
- managerial efficiency and effective use of resources
- the effectiveness of the integration of the activity between divisional and central administrative functions and
- flexibility

The guidelines specify certain programs and activities that will be protected

from reductions. Those protected items are undergraduate student assistance, graduate fellowships, the library acquisition fund, and the Woodsworth College summer session (direct costs only).

Most other categories of expense will be subject to a preliminary reduction. Before those reductions are finalized, however, each academic and administrative division will be asked what priority it would place on meeting as small a reduction as possible in contrast to receiving support for new developments.

Each year the budget report contains a supplementary budget plan to direct further budget adjustments if any become necessary or possible during the course of the year.

Under current University policy, a division that does not fully use the funds assigned to it in a given year may carry any unspent funds forward to the next budget year. In some areas, say the guidelines, the amounts of funds carried forward have become comparatively large.

Causes of these carry-forwards vary. Many are due to delays in filling vacant positions. Others are due to unanticipated increases in divisional income. Some are deliberate attempts to accumulate funds needed to execute plans. The guidelines acknowledge that carry-forwards provide the only measure of flexibility many divisions have.

Nevertheless, given the large size of some carried-forward funds, there is a possibility items submitted initially for support by reallocation may be funded partly from carried-forward funds and partly from the supplementary budget. Such a possibility could not be determined finally until several months after the budget is set. The guidelines offer assurances, however, that funds carried forward will not be diverted from one division to another.

In 1981-82, the sum of the equipment fund, the addition to the library acquisitions fund, the inflation fund, the bridging fund, and the alterations and renovations fund was about \$2.5 million. For 1982-83, some of these large funds may come from two sources: the operating budget and the supplementary budget plan, which in turn may take into account the availability of support from carried-forward funds. The guidelines propose that a guaranteed minimum commitment to these funding areas be included in the budget report and a maximum commitment in the supplementary budget plan.

In response to a complaint from Prof. Uzumeri that the guidelines contained no reliable income statement, President Ham said that, until Premier William Davis has made the policy statement on universities he promised before the end of this year, speculations on grants and formula fees would be fruitless.

Only vague income predictions are made in the budget guidelines. For example, enrolment, which has been greater than anticipated in the last two years, is expected to level off or decline. Income from investments and endowments is expected to remain at its current high level for the next 12 to 18 months but the government's policy of financial restraint is also expected to continue.

The guidelines don't anticipate a major moderation of the inflation rate but even if there were, it would not be expected to offset the harmful consequences of sub-inflationary funding in recent years.

John Whitten, a government appointee on the committee, complained that he had not received his copy of the budget guidelines until the Friday before the Monday meeting, which he said precluded digesting the contents and following up with requests for specific information.

He added that he endorsed the late Winston Churchill's view that any document longer than five pages should be accompanied by a one-page summary — more for the benefit of the author than that of the reader.



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Academic Affairs approves new program reviews

Must be link between administrative action and review results

Although criticized by some as a meaningless bureaucratic exercise, two kinds of program review have been approved by the Academic Affairs Committee.

Internal departmental reviews will be conducted either continuously or annually. In addition, *ad hoc* reviews — conducted under the auspices of the provost's office and generally using external peer consultants — will be undertaken when deemed necessary, normally towards the end of an outgoing chairman's term.

The scheme was developed by the Program Review Study Committee chaired by Professor David Nowlan, then assistant dean of the School of Graduate Studies (SGS) and now vice-president (research and planning) and registrar.

The Nowlan committee's mandate was to respond to the Strangway report which had recommended that each graduate department undergo a review, at least every five years and more often if necessary, by three outside reviewers, selected by the dean and representing leading authorities in the discipline. SGS council had objected that this

recommendation would lead to "review overkill".

In exploring the purposes and effectiveness of existing reviews, the Nowlan committee asked all graduate program heads for a 10-year list of the reviews to which their programs had been subjected.

It scrutinized review procedures in the faculties of medicine and engineering and found that, while arts and science has no periodic program review mechanism, the dean wants to move more formally towards some form of ongoing program assessment, both to justify resource allocation and to help maintain or improve program quality.

The committee also solicited comments on periodic review procedures from graduate deans at 12 Canadian universities. Only two — Dalhousie and Western — have their own regular external reviews.

"The reviews work best with departments who are most self-critical, which are the departments which need the review least," reported Dalhousie's graduate dean K.T. Leffek. "Complacent departments, who do not criticize themselves, tend to be unwilling to take

criticism by others seriously, even when it is made by an external assessor."

Nevertheless, he regards external reviews as a useful tool when the dean's office is forced to take direct action because a program is suffering from "a lot of deep-seated problems".

Under the Nowlan committee proposal, "a department that was having difficulty coming to grips with the process of internal assessment would be a more obvious candidate for special review than one that was coping well".

Professor William Callahan, chairman of the Department of History and a member of the Academic Affairs Committee, objects to reviews being conducted more than once every 10 years. He says they're expensive and time-consuming and adds that there seems to be "absolutely no coordination" among them.

If reviews are not to be regarded as a waste of time, urges the Nowlan committee report, the link between administrative action and the results of the review must be made as clear as possible. A special review should not be a "fishing expedition" but should focus on explicit questions that the provost, the deans, the program chairman or presidential working groups want answered.

To this end, visiting external teams associated with special reviews would be given guidelines by the provost in consultation with the faculty dean, the SGS dean and the program chairman. These guidelines might arise from issues that had been identified during the ongoing internal review processes. In some cases, notes the report, a special review might be narrowly focused and done quickly and at minimal cost.

Philosophy professor Kathryn Morgan, a member of the Academic Affairs Committee, says she has reservations about the administration being given such a broad mandate when no assurances were offered as to how or how often these special reviews would be used.

As for the internal evaluations, Professor Morgan suggests that assessing the need for improvement is little more than an exercise in wishful thinking unless there's money to make the improvements. She adds that, in acknowledging its own weaknesses, a department might even run the risk of being penalized at budget time.

That risk is acknowledged by SGS dean John Leyerle but he warns that he'd be more fearful of budget decisions being made on an uninformed basis. Leyerle notes that the review process would "bring the quality issue into the planning process" and would help provide a "firm data base" from which to respond to the external appraisals to which the Ontario Council of Graduate Schools is committed.

To prepare for implementing the newly approved review procedures, the Nowlan committee report says immediate attention should be directed to creating appropriate indices of program activity, developing suitable administrative support for ongoing internal assessments, and explicating principles and guidelines for those assessments.

History professor and Academic Affairs Committee member Desmond Morton says he's concerned that new review procedures not simply be added to the old.

"I have nothing against reviews as long as they're not just paper-pushing exercises or busy-work for administrators. If they don't already have enough work to do, there are too many of them."

UTFA ready to launch certification drive

if negotiations on *Memorandum of Agreement* unsatisfactory

The University of Toronto Faculty Association is gearing up for a certification campaign.

Harvey Dyck, president of UTFA, says if his association and the Governing Council cannot agree to a change in the bargaining process spelled out in the *Memorandum of Agreement* his executive committee will advise UTFA council to launch a certification drive.

UTFA wants Article 6, which deals with salaries and benefits, revised to provide for a three-man arbitration board if a mediator cannot bring the bargaining parties together. The arbitration board's recommendation would be binding. At present the mediator can recommend terms of settlement, but Governing Council has the option of rejecting them.

Article 17 allows changes or amendments to be made at any time during the life of the agreement, July 1, 1980 to June 30, 1983, by mutual consent of the parties. Last July UTFA wrote to Terence Wardrop, chairman of the Governing Council, asking that negotiations to amend the agreement be undertaken.

UTFA wants wage increases that keep pace with inflation, and it contends that the present method of bargaining is keeping salaries lower than they should be. The faculty has up to now chosen to bargain without certification, but Dyck says if bargaining in good faith is no longer possible he'll have to recommend unionization.

Governing Council appointed in September an advisory committee headed by Kendall Cork to consider whether it should consent to alter the agreement and a discussion team headed by David Strangway, vice-president and provost, to clarify UTFA's position.

Strangway says negotiating at the table and then reporting to the advisory committee is "a very delicate balancing act". Nonetheless he says he has "a specific,

concrete recommendation" that deals with the two fundamental issues of reasonableness of salary settlement and fairness of process. A negotiating meeting between UTFA and the discussion team scheduled for last Friday afternoon was cancelled, the latest in a series of cancellations by the other side, Dyck says. UTFA has been told to expect the proposal this afternoon.

"There have been so many delays that it really is difficult to predict whether there will be one coming this time," he says. "I feel there is enormous conflict at Simcoe Hall, but we are totally relaxed about this. We're beginning to doubt whether there's really much possibility of resolving the impasses and we think that in all likelihood they will simply push us into a certification campaign."

He says at their first meeting discussion centred on whether it was possible to amend the agreement and when it could be accomplished. "From the second session it was agreed that we were negotiating our proposal for a new Article 6." Progress has stalled, he says, because the other side is "extremely resistant to the idea of binding arbitration".

Dyck says his negotiating team and the Governing Council's have agreed that they will terminate negotiations by Dec. 8. A meeting of the UTFA council has been set for Dec. 9 to receive either the information that agreement has been reached or the recommendation that a certification drive be launched.

In the meantime, the association has hired extra staff and begun issuing a series of negotiating reports that are delivered to members within 24 hours. A contingency plan for a certification drive has been forwarded to the UTFA council for information. Meetings so far with various faculty groups, Dyck says, indicate that interest in certification is growing.

New Books for Your Christmas List

FROM

University of Toronto Press



The Young Vincent Massey

Claude Bissell

Written with vigour and elegance, a complex and absorbing portrait of one of Canada's best known and least understood figures — statesman, cultural advocate, family man, and first native governor-general — from childhood to 1935. \$22.50



Encyclopedia of Music in Canada

Edited by Helmut Kallmann,

Gilles Potvin, Kenneth Winters

'A milestone in Canadian cultural scholarship. EMC's scope is colossal... from Glenn Gould to Stompin' Tom Connors, from harpsichords to player pianos, from the Bach-Elgar Choir to the rock groups Rush and BTO.' Clyde Gilmour, *Toronto Star*. \$65.00

But This Is Our War

Grace Morris Craig

In revealing letters from the Western Front interwoven with personal memories, Grace Craig vividly recounts the impact of the Great War on her family and friends. \$14.95

The Craftsman's Way

John Flanders

A handsome tribute to craftsmen and women featuring the work and stories of fifty Canadians told in intimate interviews and more than 250 photographs, two-thirds in full colour. \$37.50



Hugh MacLennan

Elsbeth Cameron

The bestselling biography of Canada's first truly non-colonial writer. 'Excellent... the details are as unexpected as they are illuminating... full of sympathy and evocations.' *Toronto Star* \$24.95

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Teaching News

Computers tutor music students

Professor Martin Lamb of the Computer Systems Research Group (CSRG) has, with the help of a grant from Educational Development, written a program for tutoring music students with the aid of a computer. Certain students, while being very musical performers, lack basic aural skills and must overcome their perceptual difficulties in order to complete their music degrees successfully.

Prof. Lamb has also developed computer games for children and welcomes members of the University community to a demonstration of his techniques at CSRG, 121 St. Joseph St. Please call him at 978-6320 to make arrangements.

Videotapes of lecturing techniques available in OED

"College Classroom Vignettes", a series of videotapes of classroom situations, is now available by calling 978-7009, Office of Educational Development. The five tapes are on the following topics: Small Group Discussion, Using Questions to Help Students Clarify Ideas, Lecturing — The First Few Minutes, A Comparison of the Goals of Two Large Lecture Courses, and Attentiveness to Lectures: Non-verbal Cues.

Each tape includes segments in actual classrooms (mainly at Northwestern University, others at Harvard and small liberal arts colleges) together with interviews with students and faculty outside class.

Register early for teaching workshop series

The OED winter-spring workshop brochure is now available. Response is usually heavy, so if there is a workshop you would like to attend, please return your form as soon as possible to 42 St. George St. If you were wait-listed for a seminar offered previously, you will have priority when it is offered again.

COU conference to examine teaching issues

The Council of Ontario Universities, with participation from faculty and instructional development officers across the province, is planning a two-day conference on Teaching in Universities in the 80s.

The conference, to be held at the University of Guelph May 13 and 14, 1982, will examine some of the crucial issues affecting teaching and learning during a period of economic restraint:

- Managing changing class sizes
- J.O.B. or B.A.? Educating students for a changing future
- The Department: Individual players or a team?

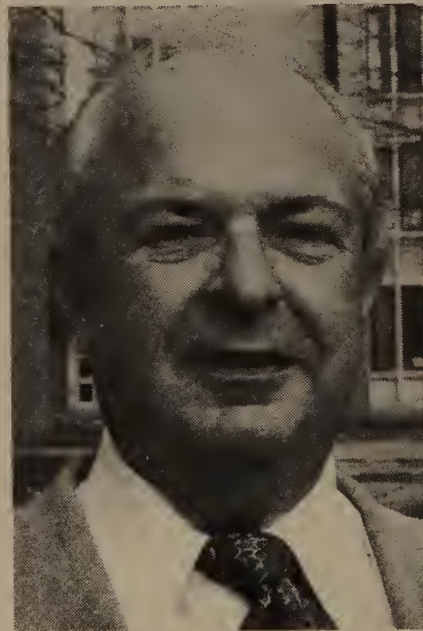
If you are a U of T faculty member who would like to participate in this conference, contact Professor Irving Tallan, zoology department, at 978-3481 or leave a message at 978-7009 (OED).

Appointments

Bryden named director of drama centre

Professor Ronald Bryden has been appointed to a five-year term as director of the Graduate Centre for the Study of Drama, effective July 1, 1981.

Prof. Bryden received his BA in the English language and literature program at U of T in 1950. He studied English at



King's College, Cambridge, receiving his BA in 1953 and MA in 1958.

Before returning to Canada, Bryden worked for a number of years in London. He was the literary editor of *The Spectator* (1961-63), drama critic for the *New Statesman* (1964-66) and *The Observer* (1966-71), a reviewer for *Plays & Players* (1971-75) and the dramaturge for the Royal Shakespeare Company from 1971 to 1976.

In 1976 he came to U of T's Graduate Centre for the Study of Drama as a visiting professor, becoming a full professor in 1979. He was acting director of the centre in 1979-80. He has been chairman of the program committee at the drama centre since 1976.

With Martin Hunter and Barbara Stewart, Bryden translated Anton Chekhov's *The Cherry Orchard*, presented in the Sesqui season at Hart House Theatre. He also translated, with David Calderisi, Armand Salacrou's *Nothing Serious (Histoire de Rive)* produced by Theatre Plus in 1978. He is currently a member of the Board of Governors of the Stratford Shakespearean Festival and chairman of the Festival Foundation's Planning Committee (1981-82).

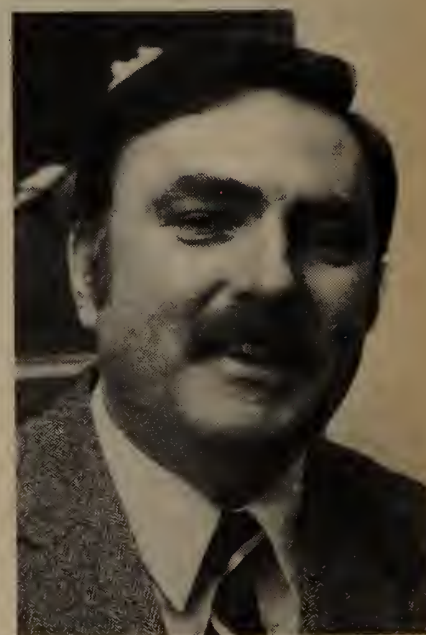
Simpson appointed director of Centre for Religious Studies

Professor John H. Simpson has been appointed director of the Centre for Religious Studies effective July 1, 1981 to June 30, 1984.

Prof. Simpson received his BA from Seattle Pacific University in 1958, his BD and ThM in 1962 and 1965 from Princeton Theological Seminary and his PhD in 1972 from Stanford University.

In 1970 he joined U of T's Department of Sociology as an assistant professor, becoming associate professor in 1976. The following year he was appointed to the graduate Department of Sociology with a cross-appointment to the Centre for Religious Studies. He served as both associate director of the Centre for Religious Studies and acting associate dean of the Division of Social Sciences at Erindale College in 1978-79.

Prof. Simpson was chairman of the College Affairs Committee on Erindale College Council. He is associate editor of the *Review of Religious Research*.



Industrial hygienist appointed

J.N. Christopher McNeill has been appointed to the new position of industrial hygienist in the Office of Occupational Health & Safety. He will be working with Professor J.W. Smith, director of the office.

His responsibilities will include workplace and hazard evaluations, interpretations of the laws and regulations under the Occupational Health & Safety Act (1978) and other legislation, and liaison with specialist committees and departmental occupational health and safety committees. He will also maintain a liaison with government agencies.

McNeill has a BSc in chemical engineering from Queen's University and an

MEng from the Occupational Health & Safety Engineering and Industrial Hygiene Program in the Department of Chemical Engineering & Applied Chemistry, U of T. Formerly a corporate industrial hygienist with Kodak Canada, McNeill has experience in all aspects of industrial hygiene, and particularly the recognition, evaluation, and control of environmental stresses brought on by physical, chemical and biological agents, and human factors.

McNeill will be located in the Office of the Vice-President, Personnel and Student Affairs, room 115, Simcoe Hall, 978-4467.

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Recent academic appointments

At its Nov. 12 meeting, the Academic Affairs Committee confirmed the following appointments:

David Esplin, acting chief librarian from Jan. 1, 1982 until such time as a chief librarian is appointed

Graduate Centre for the Study of Drama
Professor Ronald Bryden, director, from July 1, 1981 to June 30, 1986

Centre for Religious Studies
Professor John Simpson, director, from July 1, 1981 to June 30, 1984

Centre for Industrial Relations
Professor Noah Meltz, director, from July 1, 1981 to June 30, 1986 (second term of appointment)

Centre for International Studies
Professor R.A. Spencer, director, from July 1, 1981 to June 30, 1986 (second term of appointment)

Faculty of Medicine
Dr. Donald Clarke, associate dean — basic sciences, from Sept. 16, 1981 to Sept. 30,

1984; Dr. K.J. Dorrington, associate dean — research, from July 1, 1981 to June 30, 1984; Dr. W.H. Francombe, associate dean — academic affairs, from July 1, 1981 to June 30, 1984; Dr. Edward Llewellyn Thomas, associate dean — undergraduate affairs, from July 1, 1981 to June 30, 1982; Dr. Joseph Marotta, associate dean — clinical sciences and institutional relations from July 1, 1981 to June 30, 1986; Dr. R.H. Sheppard, associate dean — post-graduate affairs, from July 1, 1981 to June 30, 1984; and Dr. Eugene Vayda, associate dean — community health, from July 1, 1981 to June 30, 1986

Department of Family & Community Medicine
Dr. W.H. Palmer, professor, from Jan. 1, 1982 and chairman from Jan. 1, 1982 to June 30, 1987

The young Vincent Massey

Biographer Claude Bissell has attempted not a record, but a work of art

by Judith Knelman

Claude Bissell, who has just published the first volume of a life of Vincent Massey and is hard at work on the second, finds biography a creative, artistic endeavour that transcends documentation. Like a novelist, he says, a biographer can imply through irony, symbol, contrast and different points of view what cannot be convincingly conveyed in simple, direct statement.

Professor Bissell, who teaches a graduate English course in Canadian literary criticism, set out to practise what he preaches. His book, he says candidly — and fairly — represents an attempt to produce not just a mere record, but a work of art. He talks of using Meredithian irony in his depiction of the clash between Mackenzie King and Massey; of the over-riding symbolic importance of the imposing Massey tomb, which, like parts of his heritage, Vincent Massey rejected; of impressions of Alice Massey, whom he never really knew, filtered through the prism of her letters and the recollections of her son.

The first volume, *The Young Vincent Massey* (University of Toronto Press), took Prof. Bissell five years to research and write. His sojourn with Massey will stretch to eight years by the time volume two is completed, he estimates. Like many a biographer, Bissell found his subject dominating his existence for more time than he had counted on. But he hasn't minded: he knew Vincent Massey well, he enjoyed his company, and he has enjoyed sifting through the wealth of material left by Massey. Much of the sifting takes place in Massey College, where there is a sizable collection of Vincent Massey's diaries, letters and personal papers to which Bissell was given sole access. The very office in which Bissell works is, like all of Massey College, the result of the grand design of the man who arranged for the building of the college.

Reviewers of the book have assumed that Massey was a much disliked figure of authority. Not so, says Bissell, who has the biographer's loyalty to a character with whom he has been living for several years. "I have a sympathetic identification with Massey," he says, "that arises out of my knowing him and having a pleasant relationship with him. I liked him personally, and I thought he was an attractive human being who did a lot of good. He was looked on as a sort of symbol of chivalrous manhood, a man born with a silver spoon in his mouth who devoted his life to good causes."

When Bissell was assistant to the President of the University of Toronto from 1948 to 1952, Massey was Chancellor. They had a certain amount of University experience in common, since Massey had once been a lecturer at U of T and dean of residence at Victoria and



Above: Vincent in his early twenties, with a young friend in Muskoka.

Right: Vincent clowning at Dentonia Park about 1905.

Bissell had combined teaching and serving as dean of residence at University College.

The friendship was cemented after Massey became Governor-General in 1952 and summoned Bissell to Ottawa to help write a speech on the centenary of Trinity College. For Bissell, the experience was memorable evidence of Massey's style in matters both literary and social. "He was a great host. At Rideau Hall I was given all the treatment of a royal visitor." In the two or three hours a day that they devoted to the writing of the speech, Massey proved pleasant and easy to work with. "He was a stylist, of course. He had started off as a good literary journalist and wrote extraordinarily well."

Massey in turn must have admired Bissell for his success in university administration as well as his way with words. Soon Bissell was promoted to Vice-President of the University of Toronto, then President of Carleton College. In 1958 — largely, he thinks as a result of lobbying by Massey, who was on the Board of Governors — he was named President of the University of Toronto, a position Massey had hankered after in the 30s. Bissell thinks that ambition was not unreasonable, given the quality of Massey's artistic and educational endeavours, which he judges more impressive, valuable and successful than the political ones. "He knew himself that he functioned better in an academic than a political environment. His academic



qualifications were just as excellent."

After Bissell left the presidency in 1971 he wrote *Halfway up Parnassus*, a description of the turbulent period in which he was at the helm of the University. Continuing the climb, he looked for a writing project that would enable him to investigate the cultural or intellectual history of Canada. When Robertson Davies, the master of Massey College, invited him to write a biography of the man who for 50 years was a key figure in the development of Canadian art, theatre, music and education, he knew he had found it.

After his second volume on Massey is completed, Bissell plans to write a book on Ernest Buckler, a Nova Scotia novelist and old friend. "It will be sort of biographical and autobiographical, written in terms of my relationship to him."

This will be Bissell's last year as a teacher. He has no further desire to work on Canadian literature in general, which he says "is losing a lot of its momentum. It's not a vast quantity of material and it's been perhaps overworked." Tops in poetry and fiction so far, Bissell thinks, besides Buckler, are A.M. Klein, Earle Birney, E.J. Pratt, Stephen Leacock, Robertson Davies, Hugh Hood and — "in a handful of poems" — Irving Layton.

Nominations invited for McCharles prize

Nominations are invited for the McCharles Prize, an award of \$5,000 made occasionally by the University of Toronto from the bequest of Aeneas McCharles, a Sudbury prospector who developed the North Star Nickel Mine.

The prize is to be awarded:

1. to any Canadian, who invents or discovers any new and improved process for the treatment of Canadian ores or minerals of any kind, after such process has been proved to be of special merit on a practical scale;
2. or for any important discovery, invention or device by any Canadian that

will lessen the dangers and loss of life in connection with the use of electricity in supplying power and light;

3. or for any marked public distinction achieved by any Canadian in scientific research in any useful practical line.

Persons nominated must be Canadian citizens and have been resident in Canada at the time the work cited was performed.

Nominations should be made by persons other than the candidate and sent to Dean G.R. Slemon, Faculty of Applied Science & Engineering before December 31.

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The Saskatchewan Doctors' Strike of 1962: Implications for Today and Tomorrow

a presentation to be given by
Dr. Robin Badgley
and
Dr. Samuel Wolfe

November 25
from 4:00 to 6:00 p.m.
in room 2172 of the
Medical Sciences Building

The speakers are the joint authors of *Doctors' Strike: Medical Care and Conflict in Saskatchewan*. Dr. Badgley is a professor and Dr. Wolfe a visiting professor (from Columbia University) in the Department of Behavioural Science, Division of Community Health.

Dr. Edward Moran, general secretary of the Ontario Medical Association, will serve as reactor and Dr. Eugene Vayda, associate dean of community health, as moderator.

The event is open to the public and there is no charge.

THE MINDS I

FANTASIES AND
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Oldest alumna opens new wing of St. Hilda's

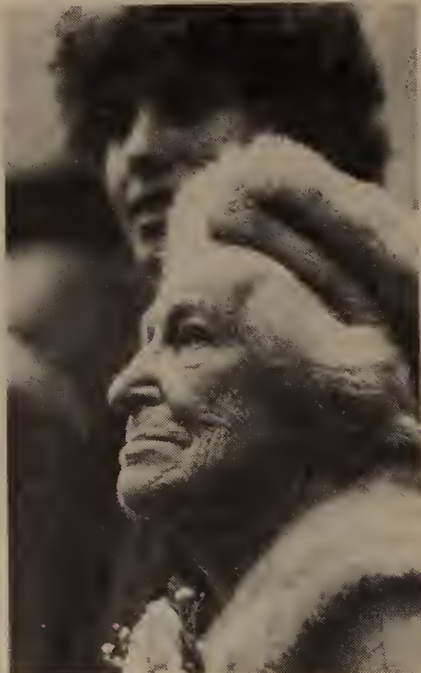
An academic procession led by two trumpeters of the Royal Canadian Artillery headed the colourful ceremony which marked the official opening of the new south wing of St. Hilda's College, Trinity College Nov. 17.

Mrs. E.B. Boswell (née Winifred Boulden) of Toronto, at 95 the oldest-known alumna of St. Hilda's (BA 1908), joined Chancellor George Ignatieff in cutting the ribbon to mark the opening of the four-storey addition to St. Hilda's which, at a cost of \$2 million, will provide 43 residence rooms for women, nine academic offices and one seminar room. Until now, only 187 of the 523 women enrolled at St. Hilda's were able to live in residence.

Also attending the ceremony were the Most Reverend Howard H. Clark, Chancellor of Trinity College, Professor F. Kenneth Hare, provost of Trinity, Professor Elizabeth Rowlinson, dean of women students, as well as other representatives from U of T and other Ontario universities.

St. Hilda's College for women was established by Trinity College in 1888 with two students in residence in a rented house on Euclid Avenue. In 1900 the college moved into a permanent residence for 20 students in the old Trinity park. That building, now called Strachan House, and the original gates on Queen Street at Strachan Avenue, are all that remain of old Trinity.

When Trinity College moved its facilities in 1925 to the St. George campus, the women of St. Hilda's lived in several houses on St. George St., now the site of a U of T parking lot. In 1938, the building on Devonshire Place was opened. The Kirkwood Wing to the north was added in 1959. The latest south wing addition will



Mrs. E.B. Boswell

enable more than 35 percent of St. Hilda's students to take advantage of residence life.

Services to disabled persons thanks APUS

Eileen Barbeau, coordinator of Services to Disabled Persons, thanks the Association for Part-time Undergraduate Students (APUS) for providing the funding to insert the brochure *Services to Disabled Persons* in this issue of the *Bulletin*.

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

Tuesday, November 24

Wallace Burton Seccombe, Department of Education, "The Reproduction of Labour Power: A Comparative Study." Prof. D. Livingstone. Room 111, 63 St. George St., 10 a.m.

David J. Socken, Department of Immunology, "Relationship of Secretory Component to the Uptake and Transport of Immunoglobulin A by Hepatocytes and Epithelial Cells." Prof. B. Underdown. Room 309, 63 St. George St., 3 p.m.

Wednesday, November 25

Anthony R. Winson, Department of Sociology, "State Power and Landowners in a Transitional Epoch: Coffee in Post WW II Costa Rica." Prof. M. Murmis. Room 111, 63 St. George St., 9 a.m.

Patricia Anne Harper, Department of Medical Biophysics, "Characterization of the Attachment of Chinese Hamster Ovary Fibroblasts to the Extracellular Matrix." Prof. V. Ling. Room 309, 63 St. George St., 10 a.m.

Friday, November 27

Anton L. Allahar, Department of Sociology, "The Political Sociology of Colonial Underdevelopment: The Cuban Bourgeoisie and the Bitter-Sweet Taste of Sugar." Prof. M. Murmis. Room 201, 65 St. George St., 10 a.m.

Matthew Paul Brown, Department of Political Economy, "The Political Economy and Public Administration of Rural Lands in Canada — New Brunswick and Nova Scotia Perspectives." Prof. M. Brownstone. Room 111, 63 St. George St., 10 a.m.

Martha Helen Danylewycz, Department of Education, "Taking the Veil in Montreal, 1840-1920: An Alternative to Motherhood and Spinsterhood." Prof. A. Prentice. Room 309, 63 St. George St., 10 a.m.

Pavel Dub, Department of Education, "Processes of Learning in Becoming Men and Women." Prof. R. Silvers. Round Room, Massey College, 10 a.m.

Henry Makow, Department of English, "An Edition of Unpublished Essays and Lectures by Frederick Philip Grove Bearing on His Theory of Art." Prof. C.T. Bissell. Room 309, 63 St. George St., 1 p.m.

John Carl Kolar, Department of Anthropology, "Hungry Hall and Late Woodland Populations of the Upper Great Lakes." Prof. F.J. Melbye. Room 7253, Medical Sciences Building, 2 p.m.

Donald E. MacLeod, Department of History, "Mining Men, Miners, and Mining Reform: Changing the Technology of Nova Scotian Gold Mines and Collieries, 1858-1910." Profs. J.M.S. Careless and B. Sinclair. Room 111, 63 St. George St., 2 p.m.

Monday, November 30

Edwina Clare Taborsky, Department of Education, "The Sociostructural Role of the Museum." Prof. D. Livingstone. Room 111, 63 St. George St., 10 a.m.

Tuesday, December 1

Errol Bento De Souza, Department of Physiology, "Interactions between Brain Serotonin and Endogenous Opioid Peptides in the Regulation of the Pituitary-Adrenocortical Response to Stress." Prof. G.R. Van Loon. Room 309, 63 St. George St., 10 a.m.

Marc H. Graham, Department of Computer Science, "Satisfying Database States." Prof. D. Tsichritzis. Room 309, 63 St. George St., 3 p.m.

Wednesday, December 2

Janet Ann Metcalfe, Department of Psychology, "A Composite Holographic Associative Recall Model." Prof. B.B. Murdock, Jr. Room 309, 63 St. George St., 2 p.m.

Thursday, December 3

Carlos Alberto Izaguirre, Department of Medical Science, "Growth and Differentiation of Normal and Malignant Lymphoid Populations in Culture." Prof. E.A. McCulloch. Room 201, 65 St. George St., 10 a.m.

Philip Michael Hampton, Department of Philosophy, "Direct Realism and the Phenomenology of Perceptual Consciousness." Prof. L.W. Fergusson. Room 111, 63 St. George St., 1 p.m.

Friday, December 4

Lorne James Amey, Faculty of Library Science, "Information Seeking Activities of Adolescents of Different Socio-Economic Classes in a Canadian Urban Centre." Prof. A. Fasick. Room 111, 63 St. George St., 10 a.m.

Raymond Roger Danley, Department of Education, "The Influence of Environments on Student Achievement." Prof. J. Weiss. Round Room, Massey College, 2 p.m.

Damien Leader, Centre for Medieval Studies, "The Faculty of Arts at Oxford and Cambridge in the 15th Century." Prof. J.A. Weisheipl. Room 301, 65 St. George St., 2 p.m.

Barbara Beryl Moses, Department of Education, "How Type A and Type B Men Experience Evaluation in the Work Place." Prof. J. Wine. Room 111, 63 St. George St., 2 p.m.

Robert Henry Storey, Department of Sociology, "Unionism, Politics and Culture: Steel Workers and the Hamilton Working Class 1935-1948." Prof. J.L. Turk. Room 309, 63 St. George St., 2 p.m.

Monday, December 7

Polly J. Henninger, Department of Education, "Problem Solving Strategies of Trained and Untrained Subjects and Hemisphere Activation." Prof. J. Kershner. Room 111, 63 St. George St., 10 a.m.

Glenn William Albert Rowe, Department of Physics, "Information Content, Thermodynamics and Codon Bias in Viral DNA." Prof. L.E.H. Trainor. Room 309, 63 St. George St., 10 a.m.

Brooks Alan Masterton, Department of Education, "The Use of Visual Feedback by Autistic Children." Prof. G. Biederman. Room 111, 63 St. George St., 2 p.m.

Bulletin

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Investment management and portfolio services for the Pension Plan

The Business Affairs Committee on Nov. 11 recommended for approval the cancellation of the agreement between Canada Life and the University whereby Canada Life acts as Trustee, investment manager, custodian and benefits paying agent of the Pension Fund; and that Montreal Trust administer the Pension Plan.

The committee approved that the firms Beutel Goodman, Jarislowsky Fraser, and Knight, Bain, Seath & Holbrook be the managers of the Pension Fund.

The following is a letter, dated Nov. 4, from William Corcoran, chairman of the Investment Review Committee, to President James Ham, outlining the recommendations of the Investment Review Committee on this matter.

Since 1966, when the Pension Fund assumed its present form as a separately administered account, Canada Life has acted as Trustee, investment manager, custodian and benefits paying agent. It has been an arrangement which has served the members of the Pension Plan reasonably well in the past.

You are well aware of the dissatisfaction expressed by a number of members of the University community with the performance of the Canada Life in its role as investment manager. The selection of isolated time periods exaggerates the weaknesses in the performance record and minimizes the significance of the long-term (10 years) total rate of return which was, until two years ago, still above average. For example, in its first report to the Audit & Finance Subcommittee (dated Feb. 26, 1980), the Investment Review Committee stated that: "In our opinion, Canada Life has discharged their obligations to the members of the Pension Plan in a responsible manner as the overall performance of the Pension Plan has been slightly above average". This observation is necessary to justify the timing of the proposal for change which follows.

During the second half of 1979 Canada Life made certain policy decisions within the overall guidelines set by Governing Council which have led to a significant deterioration in the year-by-year performance figures. This trend has been closely monitored by the Investment Review Committee because it became increasingly clear that Canada Life had misjudged the rate of inflation and the impact it would have on the fixed income and common stock markets. By June, 1981 the 10-year average rate of return had slipped below the median of a broad sample of pension funds and the latest four-year moving average return was below that for almost 75 percent of the funds in the same sample. In anticipation of these unsatisfactory figures, the Investment Review Committee, at a closed meeting on June 5, 1981, initiated a search for alternative money managers.

The committee decided that at least two, perhaps three, new managers should be hired and that each manager should be given the authority to determine his own asset mix within the overall guidelines established by Governing Council. Six firms were invited to make presentations: Beutel Goodman, Guaranty Trust, Jarislowsky Fraser, National Trust, Knight, Bain, Seath & Holbrook and McLean Budden. These firms were selected on the basis of reputation and knowledge of the principals involved. Each firm was judged on the basis of performance, management style, depth and breadth of experience, and the committee's perception that a good working rapport could develop.

The consensus of the committee was that three firms measured up to their requirements and that each should manage one-third of the Fund — Beutel Goodman, Jarislowsky Fraser, and Knight, Bain, Seath & Holbrook. One member of the committee was not convinced that Canada Life should be completely replaced since it is possible that its policy stance will soon be vindicated. The majority shared this concern, but felt that if we have chosen our new managers well they will not initiate any ill-conceived changes in the present portfolio.

The appointment of independent investment counsel as managers of the Pension Fund leads to two other changes — a new Trustee and new custodial arrangements. These two functions can be conveniently blended by the appointment of a trust company as Master Trustee. The search for such a trust company was carried out by the two administration members of the committee and I concur in their recommendation — Montreal Trust Company. Of the leading trust companies in the Master Trust field, Montreal Trust emerged as the one with the best reputation for service and experience and the most suitable product.

The Investment Review Committee recommends that, with effect from January 1, 1982:

- (i) the management of the bond and stock portfolio of the Pension Fund be distributed as follows (current dollar amounts shown in brackets):
Beutel Goodman: one-third (\$73 million including all of the non-Canadian equities)
Jarislowsky Fraser: one-third (\$73 million)
Knight, Bain, Seath & Holbrook: one-third (\$73 million)
- (ii) the existing mortgages held by the Pension Fund remain with Canada Life as servicing agent.

The committee also recommends that the Montreal Trust Company be ap-

pointed Master Trustee for the Pension Fund with complete responsibility for the handling of all cash and securities (excluding the present portfolio of mortgages). The monthly cash flow should be allocated equally to the three managers for at least two years. Following that, the proportions may be varied, depending on relative performance.

The advantages of these new investment management/custodial arrangements may be summarized as follows: (i) prospects for improved performance: the recent and longer term records of the two older firms and Messrs. Holbrook and Bain in the newer firm are considerably better than that achieved by Canada Life.

(ii) improved monitoring: the new managers will be advising the University of their transactions on a current day by day basis; Canada Life reports transactions once a month, usually three weeks after the end of the month.

(iii) vastly improved statements and reporting procedures: the additional cost of a master trust arrangement is well justified by the more advanced computerized reporting procedure; more current performance data will complement that provided by Wood Gundy.

(iv) access to a broader range of investment expertise: this will be especially valuable in considering new areas of investment.

A schedule showing the additional costs involved in these new arrangements

is attached. As noted therein, the increase of approximately \$215,000 in the management/custodial fees of the Fund represents approximately .08 percent of the market value of the fund. It is expected that our new managers will improve performance by an amount significantly in excess of this figure.

Finally, I feel that the University should retain the services of the Investment Division of our actuarial advisers, TA Associates for the purpose of developing a financial planning model for the Pension Fund encompassing asset/liability forecasts and an examination of asset mix alternatives. This type of analysis, the first of its kind to be undertaken for the Fund, will be very helpful in establishing appropriate objectives, guidelines and overall policy. More specifically, this analysis will enable the Investment Review Committee to critically re-examine the present policy guidelines with a view to determining an acceptable level of volatility in the portfolio. The estimated cost of this project is approximately \$13,000.

W. J. Corcoran, Chairman
Investment Review Committee

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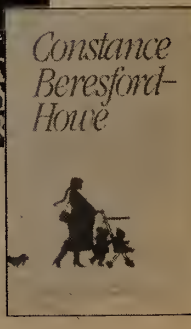
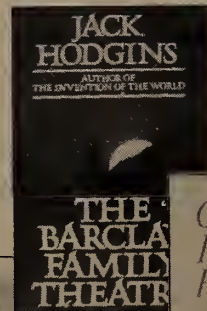
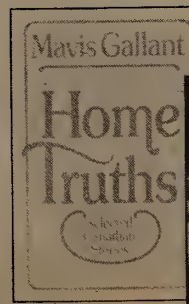
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Research News

Department of Fisheries & Oceans Science Subvention Program 1982-83

The intent of this program is to encourage university participation in fisheries, marine and aquatic research, especially in those areas where universities can offer specialized skills and facilities which complement those available within government.

Research programs must be relevant to the responsibilities of the department and to the fisheries management and ocean

science and surveys objectives in the biological, oceanographic and socio-economic fields. Prospective applicants are encouraged to discuss their research proposals with regional scientific staff prior to submission. The department has defined a number of preference areas for the 1982-83 year.

The deadline date for submission to the agency is December 1. For further information and application forms, telephone ORA at 978-2163.

Events

Lectures

Monday, November 23

Peace and Conflict Research in Germany.

Prof. Carl-Christoph Schweitzer, Bonn University; visiting professor of German and European studies. 155 Lash Miller Chemical Laboratories. 4 p.m.
(Science for Peace, U of T Chapter)

Tuesday, November 24

Making the Most of Your Leisure.

Morley Zurbrigg and Allan Upshall; last of seven, Preparation for Retirement Living. 162 St. George St. 7.45 p.m.
Registration fee \$20, married couples \$35. Information and registration, 978-8991.
(UTAA Senior Alumni)

Wednesday, November 25

French Canadian Literature.

Prof. Em. Laure Rièse, Department of French. Wymilwood, Victoria College. 150 Charles St. West. 2 p.m.
(Victoria Women's Association)

Truth and Beauty in Transition.

Prof. E.J. Barbeau, Department of Mathematics; second of five, University College series. 179 University College. 4.10 p.m.

Thursday, November 26

The Middle East after the Sadat Assassination.

Prof. Moshe Maoz, Hebrew University. North Dining Room, Hart House. 12.30 p.m.
(Canadian Professors for Peace in the Middle East, U of T Chapter)

The First War between Socialist States: The Hungarian Revolution of 1956.

Prof. Bela Kiraly, Brooklyn College-CUNY; lectures in modern Hungarian history, last in series of three, Part 1: National History. Croft Chapter House, University College. 4 p.m.
(Hungarian Chair, History and Ethnic & Immigration Studies)

Jewish Tradition and New Testament Interpretation.

Prof. Roger Le Déaut, Pontifical Biblical Institute, Rome. Carr Hall, St. Michael's College. 4 p.m.
(Near Eastern Studies)

Exile in Dante: 'per colpa di tempo e di fortuna'.

Prof. Amilcare Iannucci, Canadian Academic Centre, Italy. 113 New Academic Building, Victoria College. 4.15 p.m.
(Centre for Reformation & Renaissance Studies)

Friday, November 27

A Study of the Stereoelectronic Effects in Acetals Leading to a New Strategy in Organic Synthesis.

Prof. Pierre Deslongchamps, Université de Sherbrooke. 158 Lash Miller Chemical Laboratories. 3.30 p.m.
(Chemistry Club)

Anaesthesia for Reconstructive Hip Surgery.

Prof. John W. Sandison, McGill University; annual Dr. Murray Mendelson lecture. Main Lecture Theatre, Toronto General Hospital. 5 p.m.
(Anaesthesia)

Saturday, November 28

Social Impacts of Information Technology.

Prof. C.C. Gotlieb, Department of Computer Science. Convocation Hall. 8.15 p.m., doors open 7.30 p.m.
(Royal Canadian Institute)

Sunday, November 29

Talmud Criticism: Heresy or Progress?

Prof. David Weiss Halivni, Jewish Theological Seminary; Joseph and Gertie Schwartz Memorial Lectures. 3153 Medical Sciences Building. 8 p.m.

Monday, November 30

Rational Belief and Hypothetical Reasoning.

Prof. William Harper, University of Western Ontario. 152 University College. 4 p.m.
(Philosophy)

Wednesday, December 2

The Reality of the Artist.

Rocko Pannese, Toronto. 1069 Sidney Smith Hall. 5 p.m.
(Art Society)

Group Psychotherapy with Personality Disorders.

Prof. Fern Azima, McGill University. Auditorium, Clarke Institute of Psychiatry. 12 noon.
(Psychiatry)

Thursday, December 3

Simple-Minded Morality: How to Derive Morality from Self-Interest Using Little Personoids and a Little Game Theory.

Prof. Peter Danielson, York University. 152 University College. 4 p.m.
(Philosophy)

Canada as a Place of Business for American Firms.

Prof. Carl E. Beigie, Claude T. Bissell visiting professor of Canadian-American relations; second in series of four. George Ignatieff Theatre, Trinity College. 8 p.m.
(International Studies)

Restructuring Urban Space.

Prof. Roger Trancik, Harvard University. Auditorium, Medical Sciences Building. 8.15 p.m.
(Architecture & Landscape Architecture, Toronto Masonry Promotion Fund and Ontario Association of Architects)

Saturday, December 5

The Human Factor in the Engineering and Design of Man-Machine Systems.

Prof. P.J. Foley, Department of Industrial Engineering. Convocation Hall. 8.15 p.m., doors open 7.30 p.m.
(Royal Canadian Institute)

Seminars

Monday, November 23

Nonsense.

Prof. Yasunari Takahashi, University of Tokyo; visiting Department of English; eighth in weekly series of nine. Croft Chapter House, University College. 2 to 4 p.m.
(English and Japan Foundation)

Plasticity of Striated Muscle Myosin Isozymes.

Prof. C.D. Ianuzzo, York University. 330 Benson Building. 4 to 6 p.m.
(P&HE)

Social Network Modelling.

Prof. Ove Frank, University of Lund. 229 North Borden Building. 7 to 9 p.m.
(Computer Science and Structural Analysis Program)

Tuesday, November 24

Large Scale Software Development.

Prof. Uriel Domb, York University; computer management seminar. 103 McLennan Physical Laboratories. 4 p.m.
(Computer Science)

Innate and Acquired Resistance to Leishmania.

Prof. Reginald M. Gorczynski, Department of Medical Biophysics. 235 FitzGerald Building. 4 p.m.
(Microbiology & Parasitology)

Oral Immunization of Wildlife against Rabies.

Prof. James B. Campbell, Department of Microbiology & Parasitology. 432 Ramsay Wright Zoological Laboratories. 4 p.m.

Wednesday, November 25

Canadian Development Policy and the Asia Pacific Region.

Glen Shortliffe, Canadian International Development Agency. Faculty Lounge, 8th floor, Ross Building, York University. 3 to 5 p.m.
(University of Toronto-York University Joint Centre on Modern East Asia)

A Model for Predicting Repeated Exposure to Advertising.

Prof. J.P. Mayberry, Brock University. 208 Rosebrugh Building. 4 p.m.
(Industrial Engineering and Management Studies)

Jewish Interpretation of Scripture (Targum and Midrash) and the New Testament.

Prof. Roger Le Déaut, Pontifical Biblical Institute, Rome. Department of Near Eastern Studies, room 316, 280 Huron St. 4 p.m.

Thursday, November 26

Sedimentation and Paleoecology of Pennsylvanian Carbonate Tidal Flat Deposits, Kansas.

Prof. Malcolm Heaton, Division of Physical Sciences (Earth & Planetary Science), Erindale College. 202 Mining Building. 4 p.m.
(Geology)

Ecological Impact in Ontario, Especially on Aquatic Systems.

T. Brydges, Ontario Ministry of the Environment; third of four in Acid Rain series. 211 Haultain Building. 4 p.m.
(IES and Environmental Engineering)

Time Partitioning of Clutch and Brood Care Activities in Herring Gulls: A Measure of Parental Quality.

Prof. Ralph Morris, Brock University. 2082 South Building, Erindale College. 5.10 p.m.
(Biology, Erindale)

Friday, November 27

What do we know about Archaic Rome?

Prof. T.J. Cornell, University College, London and Princeton University. 340 Larkin Building, Trinity College. 3.10 p.m.
(Classics)

Studies of Conifer Development and Reproduction.

Prof. Jack Owens, University of Victoria. Room 7, Botany Building. 3.30 p.m.
(Botany and Forestry)

Monday, November 30

Nonsense.

Prof. Yasunari Takahashi, University of Tokyo; visiting Department of English; last in weekly series of nine. Croft Chapter House, University College. 2 to 4 p.m.
(English and Japan Foundation)

From Ancient to Modern: Varieties of Jewish Learning.

Prof. David Weiss Halivni, Jewish Theological Seminary. Upper Library, Massey College. 3 p.m.
(Joseph & Gertie Schwartz Memorial Lectures)

Wednesday, December 2

A Study of Coal Dust Ignition in a Shock Tube.

Prof. Martin Sichel, University of Michigan. Staff Lounge, Institute for Aerospace Studies. 11 a.m.

Thursday, December 3

Economic Impact in Ontario.

Peter Victor, Victor & Burrell Research & Consulting; last of four in Acid Rain series. 211 Haultain Building. 4 p.m.
(IES and Environmental Engineering)

The Attitude to the Earth Held during the British Industrial Revolution — Analysed from a Theological Perspective with a View to the Creation of a More Adequate Ethic for the Environment.

David Thompson, doctoral candidate, Knox College; historical/theological seminar. Regis College, St. Mary St. 4 p.m.
(TST)

The Slimy Side of Norway and Sweden.

Prof. Harold Harvey, Department of Zoology. 432 Ramsay Wright Zoological Laboratories. 4 p.m.

Development of Continental Communities.

Prof. J. Richarchag Beerbower, State University of New York. 2082 South Building, Erindale College. 5.10 p.m.
(Biology, Erindale)

Friday, December 4

Neo Weberian and Economic Theories of the State. Is a Synthesis Possible?

Prof. Alessandro Pizzorno, Harvard University and University of Milan. Croft Chapter House. 10.30 a.m.
(European Studies Committee, CIS, Structural Analysis Program, Sociology, York University and Italian Cultural Institute)

The Importance of Cultural Characters and Ascospore Symmetry in Chaetomium Taxonomy.

Adrian Carter, graduate student, Department of Botany. Room 7, Botany Building. 3.30 p.m.

Monday, December 7

Effects of Inert Gas Narcosis and Hypoxia on Skill Performance.

Prof. B. Fowler, York University. 330 Benson Building. 4 to 6 p.m.
(P&HE)

A Woman of No Importance

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Events

Meetings & Conferences

Tuesday, November 24

Richardson's *Clarissa* and the Concept of Tragedy.

Prof. Hollis Rinehart, York University; meeting of the 18th Century Group (1660-1832). Combination Room, Trinity College. 8.15 p.m. Information, Prof. Heather Jackson, 284-3279.

Friday, November 27

Ethnic Identity Retention.

Two-day symposium, Nov. 27 and 28, part of From the Baltic Coast: Estonia, Latvia, Lithuania. All sessions will be held in the Innis College Town Hall.

Friday, November 27

Session:

Tradition and Current Ethnic Awareness. 7.30 to 10 p.m.

Saturday, November 28

Session:

Role of the Family. 1 to 6 p.m.

Admission: both days \$15, students and senior citizens \$10; Friday only \$7, students and senior citizens \$5; Saturday only \$10, students and senior citizens \$7.

Information, Community Relations Office, 978-6564.

(Community Relations, Association for Advancement of Baltic Studies Canadian Committee, Baltic Federation in Canada, Baltic Women's Council, Estonian Arts Centre and Estonian Arts & Letters Society)

Saturday, November 28

Cinema and Semiosis: A Prague School View.

Prof. Frantisek Galan, University of Texas, Austin; meeting of Toronto Semiotic Circle. 205 New Academic Building, Victoria College. 10.30 a.m.

Tuesday, December 1

IES and the International Environment.

Institute for Environmental Studies associates' assembly. Reports will be presented on various international programs under way or planned, including a report on recent international trends in fisheries management by Prof. Henry Regier, IES, and a report by Prof. Kenneth Hare, Trinity College, on global climate and society, followed by a general discussion of the role of the new International Programs Office of IES. 211 Haultain Building. 2.30 p.m. Information, 978-5341.

Saturday, December 5

Roland Barthes' Semiotics.

Prof. Stephen Bonnycastle, Royal Military College. "The Career of Roland Barthes as a Critic."

Prof. John O'Neill, York University. "Barthes' Body."

Meeting, Toronto Semiotic Circle. 205 New Academic Building, Victoria College. 10 a.m.

Colloquia

Thursday, November 26

The Hagiography of Common Sense: Dugald Stewart's *Account of the Life and Writings of Thomas Reid*.

Prof. P.B. Wood, Institute for the History & Philosophy of Science & Technology. Common Room, IHPST, 280 Huron St. 4 p.m.

Fluctuations in Dissipative Systems: More than Noise.

Prof. A-M. Tremblay, Université de Sherbrooke. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

Wednesday, December 2

Stellar Winds from Hot Stars.

Prof. J.M. Marlborough, University of Western Ontario. 137 McLennan Physical Laboratories. 4 p.m. (Astronomy)

Thursday, December 3

The Child and the City: Policy and Program Implications.

Prof. Howard Andrews, Child in the City. Conference Room, 7th floor, Faculty of Social Work. 4 p.m.

Shock Waves on Earth and in Outer Space.

Prof. Irvine Glass, Institute for Aerospace Studies. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

Friday, December 4

A Search for Nitrogenase Active Site Analogs. The Interesting Coordination Chemistry of Mo-Fe-S Complexes.

Prof. D. Coucouvanis, University of Iowa. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

Governing Council & Committees

Wednesday, December 2

Curriculum & Standards Subcommittee.

Council Chamber, Simcoe Hall. 4 p.m.

Exhibitions

Monday, November 23

Galileo and Scientific Controversy.

Based on the holdings of the library and the collection of Prof. Stillman Drake, the exhibition was mounted to coincide with the 17th annual conference on editorial problems (Nov. 6 and 7), on the editing of scientific texts. Galileo's scientific career may be viewed as a series of controversies, beginning with his earliest published work on the "new star" of 1604, and extending long after the publication of his last major work, the *Two New Sciences* in 1638. The exhibition is arranged to reflect these controversies and includes the works of his principal opponents. Galileo's triumph was the scientific revolution of the 17th century and the establishment of observation and experiment as the basis of scientific method. Thomas Fisher Rare Book Library to Dec. 31.

New Work.

Paintings, sculpture and pastels by Toby

Tylor and Shawna Newman. New Academic Building, Victoria College to Dec. 19.

Hours: Monday-Friday, 9 a.m. to 6 p.m.

Monday, November 30

Visual Arts Mississauga.

Annual juried exhibition. Art Gallery, Erindale College, to Dec. 18. Opening reception Nov. 30 at 7.30 p.m., RSVP 828-5214.

Gallery hours: Monday-Friday, 10 a.m. to 9 p.m.; Saturday-Sunday, 2 to 5 p.m.

Wednesday, December 2

Regina 5 — Exhibition Two, 1961 to 1981.

Paintings by Ron Bloore, Ted Godwin, Ken Lochhead, Art McKay and Doug Morton. Gallery, Hart House, to Dec. 18. Gallery hours: Monday, 11 a.m. to 9 p.m.; Tuesday-Saturday, 11 a.m. to 5 p.m.; Sunday, 2 to 5 p.m. (HH Art Committee and Purple Hills Arts & Heritage Society)

Concerts

Wednesday, November 25

Susana Remeny, Harp.

Program of works by Spohr, Tournier, Reik, Grandjany, Brahms and Smetana; third in Noon Hour series. Concert Hall, Royal Conservatory of Music. 12.15 to 1 p.m. Information, 978-3771.

Hart House Chorus.

With University of Waterloo Chorus. Meeting Place, South Building, Erindale College. 8 p.m. Information, 978-2453.

Thursday, November 26

Mastering Some of the Chopin Etudes.

Prof. William Aide, Faculty of Music, lecture/demonstration; Thursday afternoon series. Walter Hall, Edward Johnson Building. 2.10 p.m.

Friday, November 27

Orchestral Training Program.

Conductor Alexander Schneider; fourth of 15 concerts by students in OTP. Works by Mozart, J.S. Bach and Vivaldi. Concert Hall, Royal Conservatory of Music. 8.15 p.m.

Tickets: half subscription, seven concerts and finale \$20, students and senior citizens \$12.50; single concert \$3.50, students and senior citizens \$2. Information, 978-3771.

Sunday, November 29

Baltic Early Musical Traditions.

Performers: Jaaniku, Estonian group; Zile, Latvian female choir; and Volunge, Lithuanian mixed choir. In addition, there will be commentary on early instruments, songs and traditions and display of early Estonian musical instruments. Great Hall, Hart House. 3 p.m. Tickets \$3, available at door. Information and reservations, 485-0141.

(Community Relations, Association for

Advancement of Baltic Studies Canadian Committee, Baltic Federation in Canada, Baltic Women's Council, Estonian Arts Centre and Estonian Arts & Letters Society)

Wednesday, December 2

Stephen Satory, Piano.

Sonata in B minor by Liszt; fourth in Noon Hour series. Concert Hall, Royal Conservatory of Music. 12.15 to 1 p.m. Information, 978-3771.

Thursday, December 3

Recital: compositions by student composers; Thursday afternoon series. Walter Hall, Edward Johnson Building. 2.10 p.m.

Friday, December 4

Orchestral Training Program.

Conductor Ezra Schabas with soloists Marc Widner, piano, and Jean MacPhail, mezzo-soprano; fifth of 15 concerts by students in OTP. Program includes Stravinsky, Ravel and Dvorak. Concert Hall, Royal Conservatory of Music. 8.15 p.m.

Ticket information, see listing Nov. 27.

Sunday, December 6

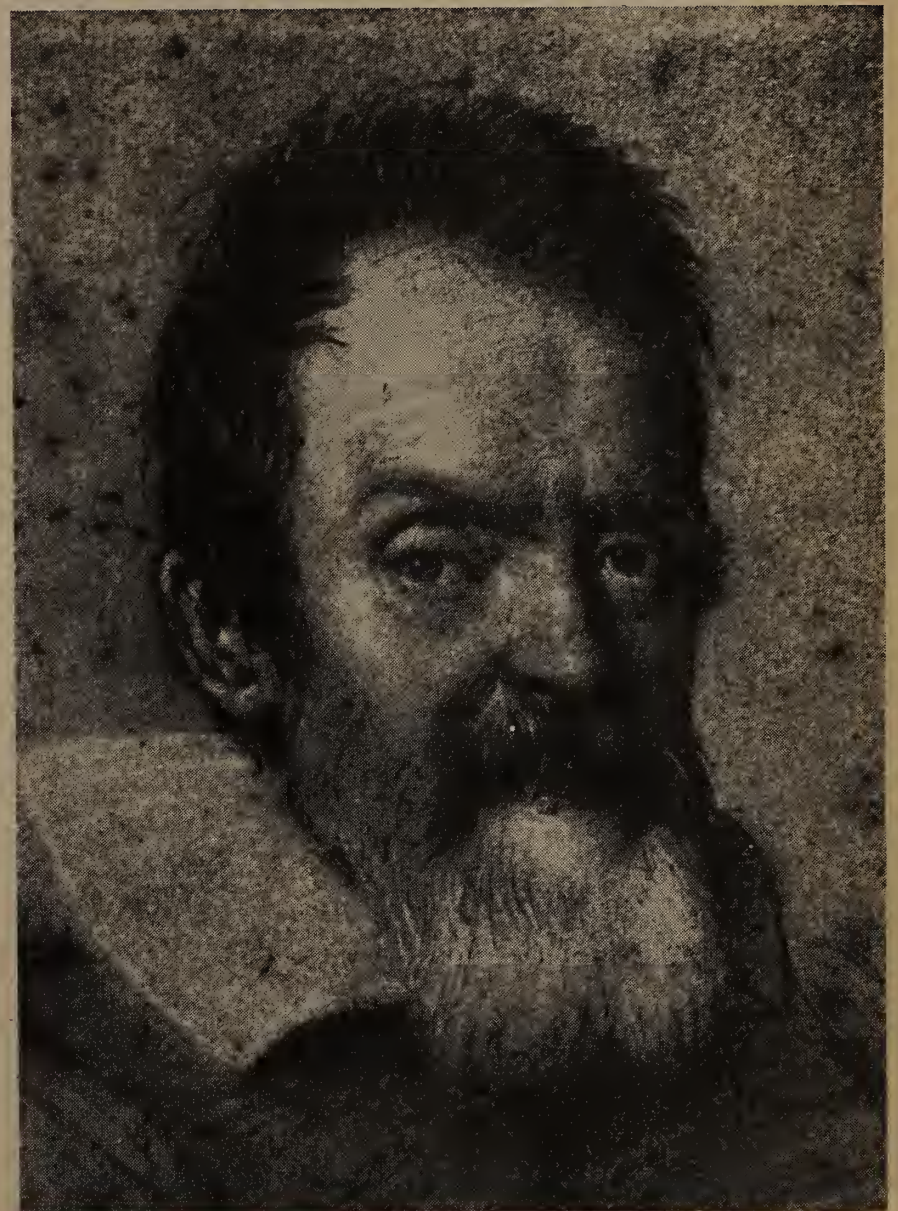
U of T Concert Band.

Conductor Ronald Chandler, program includes Variations for Contrabassoon and Band on "The Happy Farmer" by Robert Schumann, with Heather Chesley, contrabassoon. MacMillan Theatre, Edward Johnson Building. 3 p.m. Information, 978-3744.

Monday, December 7

Scarborough College Chorus.

Annual Christmas carol concert. Meeting Place, Scarborough College. 12 noon. Information, 284-3243.



Ottavio Leoni's portrait of Galileo. An exhibition at the Thomas Fisher Rare Book Library focuses on the controversies of Galileo's scientific career. (See Exhibitions for details.)

Events

Plays, Readings & Opera

Monday, November 23

Ness Rapoport.

Reads from her new novel; University College Poetry Readings. Walden Room, University College Union, 79 St. George St. 4.10 p.m.

Tuesday, November 24

Baltic Theatre Festival.

Two theatre evenings, to Nov. 28; part of From the Baltic Coast: Estonia, Latvia, Lithuania.

"The Awakening" by Antanas Skema on Nov. 24, 26 and 28.

"Maris and Baiba" by Anslavs Eglits, and "Fantasies of a Dying Planet" by Elmar Maripuu on Nov. 25 and 27. Cafe Theatre, 149 Yonge St., 2nd floor at 8 p.m.

Tickets \$6. Information and reservations, 766-1363.

(Community Relations, Association for Advancement of Baltic Studies Canadian Committee, Baltic Federation in Canada, Baltic Women's Council, Estonian Arts Centre and Estonian Arts & Letters Society)

Wednesday, November 25

Rosencrantz and Guildenstern Are Dead.

By Tom Stoppard, directed by Timothy Fort; first of three plays, Graduate Centre for the Study of Drama season at Hart House Theatre; future productions, *Tartuffe* (Jan.), *Dear Brutus* (March). Hart House Theatre. Nov. 25 to 28 at 8 p.m.

Tickets: season subscriptions \$15, students and senior citizens \$7.50; single \$6, students and senior citizens \$3. Information and reservations, 978-8668.

Friday, November 27

La Perichole.

By Offenbach. First production by Opera Division, 1981-82 season. Opéra-bouffe set in 19th century South America.

Conductors James Craig and Michael Evans, director Constance Fisher, designer Elsie Sawchuk.

MacMillan Theatre, Edward Johnson Building. Nov. 27 and 28 at 8 p.m.

Tickets \$6, students and senior citizens \$3. Information and reservations, 978-3744.



Rosencrantz, Guildenstern and the Player in a scene from Tom Stoppard's play at Hart House Theatre (See Plays for details.)

Monday, November 30

The Singing and the Thinking Voice.

Prof. Kenneth Quinn; University College Poetry Readings. Walden Room, University College Union, 79 St. George St. 4.10 p.m.

Wednesday, December 2

The Female Consistory of Brockville.

By "Caroli Candidus Esq.". Anonymous satirical account of an early Canadian church scandal in Brockville in the 1850s; directed by Anne Craik; third of four plays in Graduate Centre for the Study of Drama studio theatre season. Studio Theatre, 4 Glen Morris St. Dec. 2 to 5 and 9 to 12 at 8 p.m.

Admission \$1. Information and reservations, 978-8668.

Thursday, December 3

That Scoundrel Scapin.

By Molière.

A Resounding Tinkle.

By Simpson. Presented by the University of Toronto Schools. Auditorium, Faculty of Education, 371 Bloor St. W. Dec. 3 to 5 at 8 p.m.

Tickets \$3 available at door. Information, 978-3212.

Monday, December 7

Stephen Themerson.

Prof. Graham Falconer reads from Themerson's fiction; University College Poetry Readings. Walden Room, University College Union, 79 St. George St. 4.10 p.m.

Films

Wednesday, December 2

19th Century German Literature.

Wednesday, December 2

The Foundling, by Heinrich von Kleist, German with English subtitles.

Thursday, December 3

Woyzeck, by George Büchner.

Friday, December 4

Before Sunrise, by Gerhart Hauptmann, German with English subtitles.

Media Room (179), University College. 7.30 p.m. Information, 978-3391.

Miscellany

Wednesday, November 25

The Saskatchewan Doctors' Strike of 1962: Implications for Today and Tomorrow.

Presentation by joint authors of *Doctors' Strike: Medical Care and Conflict in Saskatchewan*, Dr. Robin Badgely, Department of Behavioural Science, and Dr. Samuel Wolfe, Columbia University, visiting Department of Behavioural Science. Reactor, Dr. Edward Moran, Ontario Medical Association; moderator, Dr. Eugene Vayda, Division of Community Health. 2172 Medical Sciences Building. 4 to 6 p.m. (Community Health)

Basketball.

Blues vs Niagara. Sports Gym. 8.15 p.m. Admission \$2, students \$1. Information, 978-3437.

Convocation.

Undergraduate degrees in arts and science and diplomas from Woodsworth College will be conferred; honorary graduand, Rev. A.B.B. Moore, will address Convocation. Convocation Hall. 8.15 p.m.

Thursday, November 26

Convocation.

Graduate, first professional, undergraduate degrees and awarding of diplomas; Prof. Bernard Shapiro will address Convocation. Convocation Hall. 8.15 p.m.

Friday, November 27

Disabled Persons and Society: In Pursuit of Integration.

First of three weekly meetings, Lunch and Learn Club Series II. Innis College Town Hall. 12.15 to 1.15 p.m. Registration fee \$35, senior citizens \$15. Information and registration, School of Continuing Studies, 978-2400.

Hockey.

Blues vs Brock. Varsity Arena. 7 p.m. Tickets: reserved seats \$4, unreserved \$3, students \$2. Information and tickets, 978-3437.

Art Auction '81.

Paintings, photographs and crafts; to raise funds for the restoration of the Springbank Art Centre in Mississauga. Meeting Place, South Building, Erindale College. Previews, Nov. 26, 7 to 9.30 p.m. and Nov. 27, 3 to 7.30 p.m. Auction, Nov. 27, 7.30 p.m. Information, 828-5214. (Erindale, Beta Sigma Phi, Port Credit Rotary Club and Visual Arts Mississauga)

Basketball.

Blues vs Waterloo. Sports Gym. 8.15 p.m. Admission \$2, students \$1. Information, 978-3437.

Convocation.

Graduate degrees; honorary graduand, Prof. Em. Robertson Davies, will address Convocation. Convocation Hall. 8.15 p.m.

Saturday, November 28

Football.

College Bowl. Varsity Stadium. 1 p.m. Tickets: box \$10, reserved seats \$8 and \$5, general admission \$3.50. Tickets on sale at Varsity Stadium box office, gate 3, from Nov. 25. Information, 979-2186.

Wednesday, December 2

Hockey.

Blues vs McMaster. Varsity Arena. 7 p.m.

Tickets: reserved seats \$4, unreserved \$3, students \$2. Information and tickets, 978-3437.

A Christmas Tree.

Annual Hart House event. Bring a blanket, sit on the Great Hall floor to sing carols, hear Christmas readings; candy canes and Santa Claus too. Great Hall, Hart House. 8 p.m.

Basketball.

Blues vs Laurier. Sports Gym. 8.15 p.m. Admission \$2, students \$1. Information, 978-3437.

Thursday, December 3

University Arts Women's Club.

Annual Christmas party. 8 p.m. Information, 968-6372.

Friday, December 4

Disabled Persons and Society: In Pursuit of Integration.

Second of three weekly meetings, Lunch and Learn Club Series II. Innis College Town Hall. 12.15 to 1.15 p.m. Registration, see Nov. 27 listing.

Basketball.

Blues vs Guelph. Sports Gym. 8.15 p.m. Admission \$2, students \$1. Information, 978-3437.

Saturday, December 5

Poculi Ludique Societas Fair-cum-Costume-Sale-cum-Benefit-Performance.

All-day series of activities, including continuous screenings of the *York Cycle*, *Castle of Perseverance* and *Toronto Passion Play*, live performances of dance, medieval music and plays; refreshments; evening concert at 8 p.m.

Admission to fair \$1.50, PLS members \$1, patrons free. Admission to concert \$3, members \$2. Old Academic Building, Victoria College. 11 a.m. to 10 p.m. Information, 978-5096.

Basketball.

Blues vs Brock. Sports Gym. 2 p.m. Admission \$2, students \$1. Information, 978-3437.

Sunday, December 6

Principal's Annual Christmas Party.

Erindale College, Canadian Opera Company Ensemble will perform *Little Red Riding Hood* which has not been scheduled for any other performances in Toronto; refreshments and visit from Santa Claus. Meeting Place, South Building, Erindale College. Party will begin at 1.30 p.m., performance will begin at 2 p.m. Information 828-5214. Tickets: alumni, University community and Associates of Erindale \$4, children \$3; other adults and children \$5; on sale at Erindale, 9 a.m. to 5 p.m. in 2075 and 3135 South Building, 229 North Building, 34A Crossroads Building; 6.30 to 8.30 p.m. EPUS office, 137 North Building.

Please note: Tickets must be purchased in advance.

RRSPs

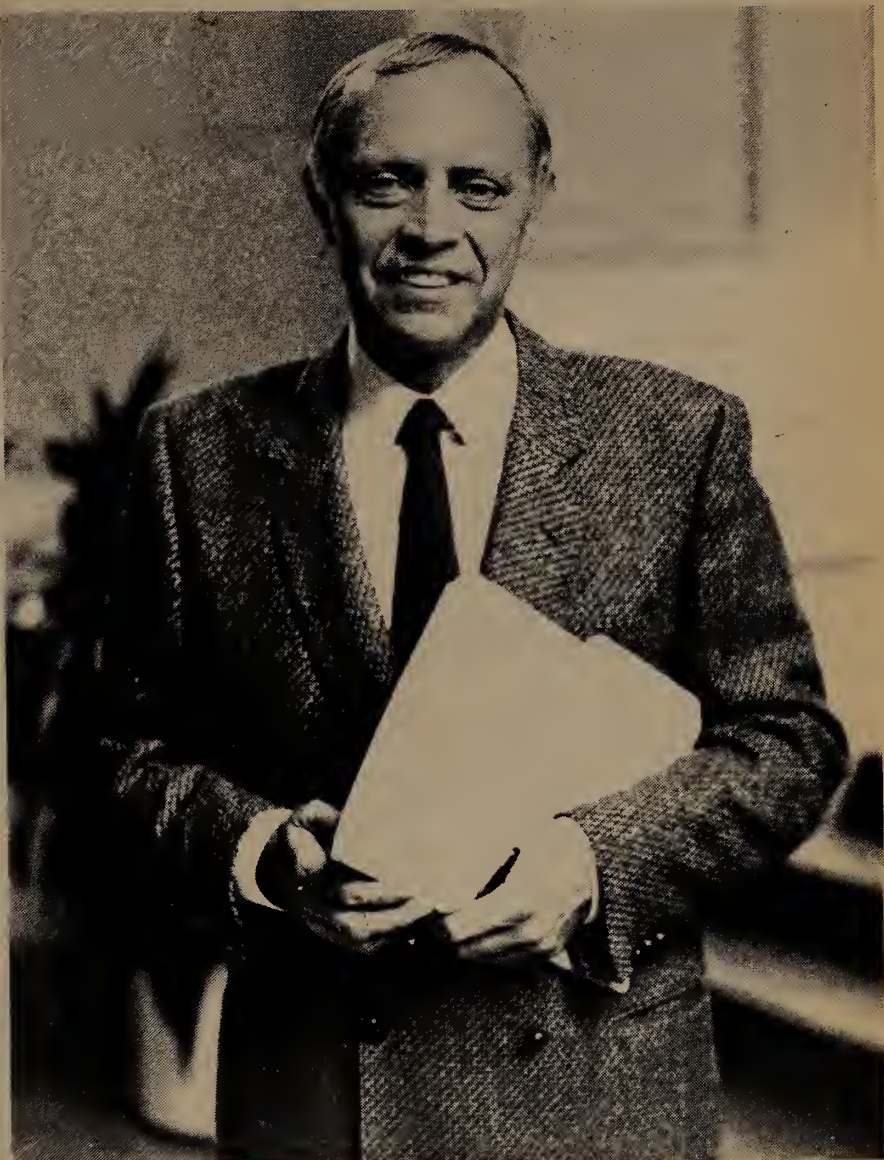
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Underestimated income: an end-run around the budgetary process

by Jean Edward Smith



In August the *Bulletin* approached me to write an article for Forum about the University budget — with particular reference to deficit financing. Having led the U of T Faculty Association bargaining, I was familiar with the problems of “fund accounting”, and had welcomed the very useful and informative letter from Professor Brian Galvin last March. (*Bulletin*, March 30, 1981.)

Unfortunately, nothing had prepared me for the shock I soon received as a member of Governing Council. For the fact is that since 1978, and regardless of the accounting methods used, the University has received \$15.9 million more income than it has budgeted, and spent more than \$10 million above budget. Instead of a deficit, there has been a significant excess of disposable income. And all of this income has been in addition to (and excluded from) the normal budgetary process.

My interest in this matter was aroused when, as a new member of the Audit & Finance Subcommittee, I compared the final budget figures for fiscal year 1980-81 with the annual financial statement for the same year. To my surprise, actual expenditures (as reported in the financial statement) exceeded budgetary authorization by several million dollars. When I inquired about this, the administration subsequently provided information indicating that in 1980-81 they had spent \$5,154,165 more than the budget provided. These excess expenditures were offset by additional income (also not provided for in the budget) which exceeded \$7.1 million.

Under Governing Council regulations, the administration may shift money within University accounts providing it reports such shifts to Governing Council immediately. Similarly, in 1976 the administration was given permission to spend money in excess of budgetary appropriations providing it was offset by additional income. But I think it is fair to say that in the lean years of the late 70s, no one anticipated the enormous loophole which was being opened in the budgetary process. For by underestimating income, the administration has been able to accumulate a sizable reservoir of discretionary funds which it is able to spend solely on its own determination. And since 1978, the potential sums

involved exceed \$15 million.

Even in terms of reporting such expenditures to Governing Council, the administration has been terribly lax. For example, Council regulations require that all such expenditures above \$100,000 be reported to the Business Affairs Committee “immediately following administrative approval”. Items less than \$100,000 need be reported only annually.

But the administration has been remiss in reporting in both categories. In fiscal year 1980-81, the \$5,154,165 of additional expenditures included \$2,376,959 in items above \$100,000 and \$2,777,206 in items below \$100,000. But of the \$2,376,959 above \$100,000, only \$1,417,972 was actually reported to the Business Affairs Committee, leaving an unreported balance of \$958,987 — an exceedingly important omission (with potential legal consequences), given Governing Council’s explicit directive that administrative authority to spend such money is predicated on its being “immediately” reported.

Even more disturbing, however, is the administration’s failure to provide the required details pertaining to the \$2,777,206 in items less than \$100,000. This failure is directly contrary to the Report of the Business Affairs Committee (Feb. 16, 1976) recommending the present policy which stated explicitly that the administration must provide an “annual submission of the details of all amounts approved by the administration under this authority . . .”

Until such report is forthcoming, a serious shadow is cast on the validity of last year’s expenditures. Not only is this a matter of serious legal import, but it raises directly the important question of what this money was spent for — and on whose authority.

In this troubled context, it is even more disturbing that in fiscal year 1979-80 and fiscal year 1978-79 no report whatever relating to excess budgetary expenditures of items less than \$100,000 was made to Council. Yet in both years the same pattern existed. In 1979-80, actual income exceeded budgeted income by \$5.2 million, and the administration reported \$2,616,071 in additional unbudgeted expenditures above \$100,000. Total unbudgeted expenditures exceeded that significantly.

The situation in 1978-79 appears to be similar. Actual University income exceeded budgetary expectations by \$3.5 million. The administration belatedly (i.e., not “immediately upon approval”) reported \$1,036,007 in additional expenditures above \$100,000, but no report whatever on sums less than \$100,000. A comparison of budgeted expenditures with actual expenditures for 1978-79 indicates that this amount easily exceeded \$800,000. These are not trivial sums, and I doubt that Governing Council ever intended to grant such unbridled discretion to the administration. Certainly, they did not intend that these unbudgeted expenditures go unreported, yet that appears to be what has happened.

In effect, by underestimating income in the budget, the administration has been able to accumulate a substantial amount of discretionary income which is effectively beyond the reach of the budgetary process. Even worse, many of the resulting discretionary expenditures have not even been reported. As the following rough table suggests, the amounts of such excess discretionary income is significant. (*See Table 1*)

As Table 2 demonstrates, the unbudgeted discretionary expenditures by the administration are of the same order of magnitude. (Note, however, that total figures for fiscal years 1978-79 and 1979-80 are not available since the administration has not provided Governing Council with any report of expenditures less than \$100,000).

The pattern of underbudgeted

TABLE 1
Budgeted Income vs Actual Income

Fiscal Year	Budgeted Income	Actual Income	Excess Discretionary Income
1980-81	\$237,020,595	\$244,160,000	\$ 7,139,405
1979-80	215,482,957	220,756,000	5,273,043
1978-79	202,271,533	205,777,000	3,505,467
Total:—			\$15,917,915

Source: University Budgets (Blue Book) and Annual Financial Statements (White Book), 1978-81. Figures excluded interest on capital debentures and restricted funds — assisted research, grants.

TABLE 2
Unbudgeted Administrative Expenditures
Offset by Additional Income 1978-1981
(Partial Listing)

Fiscal Year	Above \$100,000	Below \$100,000	Total
1980-81	\$2,376,959	\$2,777,206	\$5,154,165
1979-80	2,616,071	Not Reported	Not Reported
1978-79	1,036,007	Not Reported	Not Reported

Source: Administration submissions to the Business Affairs Committee, 1978-81.

Professor Jean Smith (political economy) is a faculty member of Governing Council.

Continued on Page 14

Letters

We have run for years on deficit financing with respect to scholarship, community obligations

revenue, significant overages, and the resultant reservoir of unbudgeted, disposable income (with unbudgeted expenditures probably exceeding \$10 million), began only in fiscal year 1978-79. Before that date, much tighter budgetary control appears to have been exercised. Actual expenditures always hovered close to budgeted expenditures (even if income expectations were exceeded), and in fact, in most years actual expenditures usually were less than those budgeted.

This raises several immediate and long term problems — both for Governing Council, and the University community. First, under its statutory responsibility, Council must insist that the explicit terms of its policy on above-budget, discretionary administrative expenditures are complied with. This means that the administration must report “the details of all amounts” of such unbudgeted spending (both above and below \$100,000) for fiscal years 1978-79, 1979-80 and 1980-81 to the Business Affairs Committee as soon as possible.

The second and more important matter is the policy issue pertaining to the budget. Obviously, the entire budgetary process is simply a sham (or charade) if significant sums are excluded from its purview. It establishes not only a double standard, but actually amounts to an end-run around Governing Council’s statutory budget authority. It places unrealistic pressure on deans and chairmen to cut expenses; conceals the true state of University finances from the mediator, and grossly overstates the need for tuition increases. Indeed, with \$15.9 million in unbudgeted additional income between 1978 and 1981, allegations of a University deficit look exceedingly disingenuous.

Finally, the excessive laxity of the present policy directly affects the setting of priorities within the University. No one expects the budgetary process to be so refined or precise it will prove out to the nearest dollar. But surely, when the leeway is \$10 to \$15 million, greater direction and scrutiny are required. Perhaps the most effective way to achieve this is to insist that total budgetary expense figures not be exceeded except in accordance with approved supplementary budgets (I am not questioning the very necessary authority of the central administration to be able to shift funds within approved budget accounts), and to specify with greater clarity how excess income will be apportioned. For until Governing Council can get a handle on the present situation, the entire budgetary process will be seriously undermined.

May I ask for the hospitality of your pages to reflect for a moment on the meaning of “fiscal responsibility”, a concept that has apparently entered significantly into the current negotiations between the University administration and the faculty association. It seems that what is implied by the term is the good, old household principle of not living beyond one’s means, of not committing to future endeavours more funds than one can reasonably expect to have — guidelines only too clear to all who have to keep a ménage afloat.

Still, however honourable this concept of fiscal responsibility may be, I question its applicability in the narrow sense of its present definition. To equate cost with out-of-pocket expenses is an inadequate — though only too common — practice. The problem is familiar to anyone dealing, for instance, with environmental assessments or conservator technologies; many of our so-called responsible and economically sound processes are only viable because their costs are severely externalized. In other words, a significant part of the true costs is borne by others —

the environment, the general public, the future taxpayer.

I have often stressed the need to keep three kinds of books: in addition to the dollars-and-cents record of receipts and disbursements, one must deal with energy expenditures (recognizing energy in both the physical and the mental dimension) and with social costs and benefits.

The methodologies of social and energy accounting are different from those of monetary cost accounting. The fact that the former are still in their infancy is, in my opinion, not enough reason to ignore the two additional books. If the University would wish to develop social and energy accounting, staff and students could provide a wealth of case histories that are not just anecdotal but systemic evidence. The development and use of new methods to better assess total costs must become a task of highest priority for the University.

In such broadened context fiscal responsibility would take on a different meaning: it would signify the responsible balancing of all three books. It would not

hide a situation — like the present one — where the balance of the money books is achieved by severely debiting the two other accounts.

At present, nothing close to total costing exists at the U of T. Nevertheless the community knows that we have run for years on deficit financing with respect to scholarship, to human resources and to current and future obligations to the community at large. It is this serious and mounting deficit that worries many of us. By focusing solely on the University’s financial transactions, the deficit is being externalized, mainly on staff and students.

The inability and unwillingness to continue bearing the burden of this unarticulated deficit is at the root of UTFA’s call for binding arbitration. One must hope that the presence of a third-party will hasten the move towards a much more comprehensive view of fiscal responsibility.

*Ursula M. Franklin
Department of Metallurgy & Materials
Science*

‘Our university is being injured and we are not sending clear signals to the gov’t’

The University of Toronto is our university. We all (staff, faculty, administration, and students) share in a common duty. We hold in trust this great university which we did not create but which we must strive to transmit undamaged.

We are failing in this endeavour. Our university is being injured and we are not sending clear signals to the public or to governments. Our faltering signal has already resulted in our university’s loss of support for its historical position relative to other groups and institutions.

Although our whole duty can never be measured in fiscal terms alone, a shocking example of loss of support is to be seen in the history of provincial grants per student to the secondary schools and to our university. Using indices of constant 1971 dollars as 100 for each group, the index for secondary school students had risen to 140 per student in 1980 while that for university students had fallen to 90 in the same period. The resulting degrada-

tion of professors’ salary scale over the decade (index 80 in 1981) compared to special secondary school teachers’ (index 99 in 1981) is a stinging reminder of our failing signal. The scholarly excellence of this university is in jeopardy.

How have we failed? Our continuing willingness to cut budgets every year (on a 1971 index basis) and to accept, with a measure of good will, the deteriorating conditions under which we teach and learn are commendable as internal cooperations but are very confusing signals outside the University.

Among these confusing signals our most specifically damaging signal to the provincial government is our continuously growing fiscal reserves as shown each year in the University’s balance sheets for the current operating funds. (See Table)

In 1974 when the sum of the University’s reserves and surplus income reached 5.9 million dollars we resolved in Governing Council as follows:

“That for the 1975-76 budget year, the University adopt the philosophy of

maintaining quality as much as possible, paying equitable salaries and incurring a substantial deficit.”

Later the decision was taken to carry forward the cumulative deficit.

You will be dismayed to see in the table that in spite of our good resolutions, our balance sheets have shown in recent years a large and growing balance in reserves and a much smaller and decreasing deficit. The total is not shown on recent balance sheets, but the totals are so self-evident that one wonders if we gain much by omitting them.

The signal is no longer faltering. It is clear and vigorous and wrong. Even a government minister might be misled and believe that our university is managing well enough. This error must be corrected. The University’s hurt must be made known. The spirit of the 1974 resolution should be our guide.

*W.F. Graydon
Department of Chemical Engineering
& Applied Chemistry*



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TABLE
SELECTED ITEMS FROM
UNIVERSITY OF TORONTO BALANCE SHEETS
FOR CURRENT OPERATING FUNDS

An example from earlier years:	1972	1973
Operating fund reserves (committed for specific purposes) — statement A-2	2,367,727	1,895,529
Unappropriated net income — statement A-2	2,373,616	3,129,159

Total Reserves and unappropriated income 4,741,343* 5,024,688*

* This total was calculated to indicate the fluidity of the University’s position at year end. It has not appeared on recent balance sheets.

In more recent financial reports “surplus” has replaced “unappropriated income” and the funds have been split into two reserve funds and two surplus (deficit) funds as shown below. The units are in thousands of dollars.

	1978	1979	1980	1981
RESERVES (committed for specific purposes)	5,904	6,510	9,276	11,677
SURPLUS	1,529	2,207	2,550	3,054
DEFICIT	172	100	500	85
TOTAL RESERVES AND SURPLUS LESS DEFICIT	(2,813)	(2,348)	(1,414)	(35)
	4,792	6,469	10,912	14,781

Not shown on balance sheets
(calculated by author)

Letters

A chairman is not able to judge the viability of all proposed research

A substantial amount of discussion has been generated over the significance of a chairman's signature on research grant applications. It has always been understood that the signature implied that space and technical services are available and that all cost implications have been thought through. The contentious issue which has been inserted by the ORA memorandum is that a chairman, in order to sign, must be satisfied that the proposed research is viable, and furthermore, that he may refuse to sign what he considers to be a poorly prepared proposal.

The matter becomes more serious with the publication in the *Bulletin* of Nov. 2 of two letters from chairmen in which it is quite clear that some chairmen steadfastly insist that they do have the authority to

refuse a signature. It is not merely that the University wishes to give them the authority; one clearly considers that he is part of the "filtering process", and another goes so far as to deplore, from his experience on NSERC committees, the fact that some chairmen have done no more than certify the availability of time and space.

Let us be very clear. The granting agencies do not require a chairman to certify the viability of the proposed research. For that purpose, referees and committees are used. If the agencies do not give chairmen the authority to refuse an application, the University of Toronto most assuredly must not arbitrarily and blithely insert such authority.

The chairman who states that he "has

the ultimate responsibility for the quality of education and research and hence the reputation of his or her department" rather overstates his role. He *shares* that responsibility and reputation with all his colleagues. Today a chairman is put there by his colleagues to carry out an intensely difficult, thankless and even life-shortening task on their behalf. They value his assistance and his judgement and appreciate his efforts on their behalf, but they did not accord him omnipotence or an imprimatur.

A chairman simply does not have the breadth of knowledge to judge the viability of all proposed research across the full spectrum of his department. The two chairmen whose letters we have referred to are apparently confident of their abilities to do so but few would share that confidence.

It needs to be said that the University is putting a grossly unfair burden upon chairmen in asking them to exercise such authority.

It is, of course, always understood that a chairman has the privilege of suggesting improvements to a colleague, and, if the chairman is sufficiently experienced, the colleague would be most unwise not to heed his advice. Many applications can be vastly improved by judicious reading and re-reading, and, in this respect all faculty members are equally fallible or infallible be they incumbents in the office of the chairman or not. But in the final analysis, the faculty member has the absolutely undiminished right to take his case, in the form of a research application, before the judges who constitute the referees and grants committees. This we insist upon, and cannot permit the University administrators to amend it by executive fiat.

John Gittins, Department of Geology
A.J. Poe, Department of Chemistry
F.D. Manchester, Department of Physics
Jacques Berger, Department of Zoology
A.M. Baker, Department of Geography
Milton Israel, Department of History
Irwin Guttman, Department of Statistics
Alan Abouchar, Department of Political Economy
N.K. Choudry, Department of Political Economy
J.J. Furedy, Department of Psychology

Article 6 must be rewritten

As a member of the UTFA team which negotiated the *Memorandum of Agreement* with the University administration, I am writing to support the view that the intention of our agreement has been seriously misinterpreted. The role of the mediator, as originally envisioned, provided for a type of impartial arbitration, if necessary, after the breakdown of negotiations.

The interpretations of Article 6 by recent mediators, however, make it clear

that the current agreement as it stands is ineffective. In order to fulfil the intent of the original commitment, Article 6 must be rewritten as speedily as possible to re-establish arbitration as a means of reaching reasonable compromises in the present University environment.

Carole Weiss Moore
Coordinator
Bibliographic Processing Department
University of Toronto Library

Different interest rate for the Press

The minutes of the Governing Council of Oct. 15, 1981 report the debate about a loan to UTLAS by the University at an approved predetermined rate of 12 percent. A paragraph on page six states "The President continued on the same point and said that certain amounts of money, depending on the peculiarity of funding flow from the government, are unencumbered. For example, the University of Toronto Press has a similar loan of \$2,000,000."

There is a chance that this statement may be interpreted as meaning that the

University of Toronto Press borrows from its parent institution at rates similar to those extended to UTLAS. I wish to make it clear that while the University of Toronto Press may well be borrowing from the same floating funds as UTLAS, it has for many years paid the full prime rate in effect at the time. On Oct. 15, that rate was 20¾ percent.

Harry C. Van Ierssel
Financial Administrator
University of Toronto Press

The joy of copulatives

You see! There are things that women can't be expected to do.

You send Judith Knelman off to interview that wonderful dirty old man Irving Layton, and she just gets confused and flustered. Old Irv is telling a student how to improve his verse and Knelman reports that he says to "use action verbs, not copulatives; try for good, strong rhythm . . ." I mean to say, erotic report-

ing is OK, but let's at least get it straight (Oops!)

Anyway, *enfant terrible* Layton may be, but not a "native son". He was born in Rumania and brought to Canada — kicking and screaming probably — when barely (Oops again!) a year old.

E.A. Walker
Victoria College, French

(I see that you are having trouble with your quotation marks again.)

Meeting the news media

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Secretary II

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Environmental Studies (3), Dean's
Office, Medicine (4)

Secretary III

(\$14,900 — 17,530 — 20,160)
Banting & Best Diabetes Research
Centre (5)

Programmer III

(\$22,520 — 26,490 — 30,460)
Zoology (1), Computing Services (3),
Student Record Services, two positions
(3), Business Information Systems (3)

Programmer IV

(\$27,750 — 32,650 — 37,550)
Student Record Services (3)

Library Office Technician

(\$11,050 — 13,000 — 14,950)
Criminology, 55 percent part-time (3)

Data Entry Clerk (LT-3)

(\$12,529 — 14,303, Union)
Library Automation Systems (3)

Engineering Officer III

(\$29,330 — 32,500 — 39,670)
Computing Services (3)

Assistant Principal (Administration)

(\$29,810 — 37,260 — 44,760)
Royal Conservatory of Music (1)

Keypunch Operator II

(\$11,050 — 13,000 — 14,950)
Computing Services (3)

Personnel Officer II

(\$23,740 — 27,930 — 32,120)
Salary Administration (2)

Accountant V

(\$26,360 — 31,010 — 35,660)
Central Services, Faculty of Medicine (4)

Executive Assistant to Vice-Provost

(\$29,330 — 34,500 — 39,670)
Health Services (1)

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A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Information Services, 45 Willcocks St. Ads will not be accepted over the phone.

Accommodation

For rent fully furnished two bedroom apartment in quiet building, Avenue Rd. - St. Clair area. Fireplace, storage, laundry facilities. Sublet November 30 to August 1, 1982. \$450 per month plus \$22 parking. Phone 922-4819 evenings.

House to share. Quiet responsible female to share house with same. Close to T.T.C. and shopping. High Park area. Call Debbie, 978-3456 bus.

Furnished house for rent: 5 minutes to University, on cul-de-sac facing 14-acre Ramsden Park with tennis courts, children's areas. Bright, quiet home, two bedrooms, family room with wall-to-wall fireplace (firewood provided). 5 appliances, colour television, spacious garden. \$1,300/month plus utilities. Jan. 1, 82 - June 30 or Dec. 31, 82. 978-8940 (day), 223-2148 (eve.).

For rent, furnished 2 bedroom house, £250 monthly, near Richmond Park, London, England. Central heating, modern kitchen, nice garden. 25 minutes by train or bus to central London. Available January to August, 1982. R. Robb, 482-9470.

Sabbatical home. Pleasant roomy north Forest Hill, four bedrooms, study, piano, fireplace, stereo, dishwasher, all appliances. Near schools, shopping, transportation. Available end of December to middle of August 1982. \$850/month plus utilities. 483-9633.

For rent: 1 bedroom apartment, Carlton and Jarvis available December 1, 1981. \$450 monthly, utilities included, pool and sauna. Call 920-4613 after 5 p.m.

Sabbatical home: quiet Leaside neighbourhood (especially suitable for children), close to schools, shopping, excellent transportation. Furnished 3 bedroom home, sundeck, spacious backyard, dishwasher, fireplace, appliances, December 1981-June 30, 1982. \$980/month plus utilities. 978-5091 day/425-8792 eve.

Rosedale Ravine spacious and luxurious apartment, 1 bedroom and den, 2 bathrooms, beautifully furnished, linen, dishes, etc., indoor parking and electricity included. \$650/month to April. Adults only. 961-7762.

For sale: Annex Two-Bedroom Flat. One-half interest in large semi-detached house within walking distance of the University. Includes foyer, living-dining room, kitchen, 4-piece bathroom, 2 bedrooms, deck area, built-in bookshelves, working fireplace. Share basement, front and back yards. Parking. \$115,000. Prospectus available. Ron B. Thomson, 921-3151 ext. 349.

Charming Annex coach-house furnished 3 bedroom, double garage, \$675. Dec. 15 or Jan 1 till Sept. 1, 1982. No smoking or children please. 961-1939.

Furnished home for rent: Lovely 5 bedroom, 3 storey family home, available from Jan. 1 through June or July. 3 bathrooms, 5 appliances, close to U of T, TTC, parks, shopping. Call Richard Weiss. H: 925-2122 O: 922-5533.

Daytona Beach, Fla.; spacious bungalow, 2 bedrooms, 1½ baths, large kitchen, large living and dining areas, completely furnished and equipped, heat and air-conditioning, 1 small block to beach — call evenings 498-6200.

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Duplex for rent: Bloor/Markham Street. Fully renovated upper. Spacious 2 level, 2 bedroom, 4 appliances. Includes utilities, available immediately. \$750./month. 362-7737 days, 535-7074 evenings.

Wanted to rent: Small house or furnished apt. or duplex near U of T for 2nd semester. Jan.-April. Will look after pets, plants, etc. or can exchange elegant country home in Maine on the sea. Please call Prof. J.W. Senders. 207-483-4009.

House for rent. Great North Toronto neighbourhood in John Ross Robertson area, close to all schools and the Yonge-Lawrence subway. Furnished four bedroom home used to children, with piano, fireplace, colour TV, dishwasher and all usual appliances. Available January 1 to July, 1982. \$1000/month plus utilities. Call A.G. Brook, 483-9987 (home) or 978-3573 (work).

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